Review

Lesbian and Gay Population, Work Experience, and Well-Being: A Ten-Year Systematic Review

Marina Lacatena [1], Ferdinando Ramaglia [2], Federica Vallone [1], Maria Clelia Zurlo [3] and Massimiliano Sommantico [1,*]

1   Department of Humanities, University of Naples Federico II, Via Porta di Massa 1, 80133 Naples, Italy; marina.lacatena@unina.it (M.L.); federica.vallone@unina.it (F.V.)
2   Department of Research and Humanistic Innovation, University of Bari Aldo Moro, Piazza Umberto I, 70121 Bari, Italy; ferdinando.ramaglia@uniba.it
3   Department of Political Sciences, University of Naples Federico II, Via Porta di Massa 1, 80138 Naples, Italy; zurlo@unina.it
*   Correspondence: sommanti@unina.it; Tel.: +39-081-253-5603

Abstract: Despite an increase in the promotion of equal opportunities at work, there is still persistent discrimination against lesbian and gay (LG) workers. In this vein, this study aimed to systematically review the research investigating the peculiarities of the work experience of LG people, particularly considering the theoretical frameworks in the approach to sexual minorities' work-related issues, as well as individual and contextual variables influencing the work experience and the impact they may have on health and well-being. We explored the PsycArticles, EMBASE, Scopus, and Web of Science electronic databases and the EBSCOHost (PsycInfo, Psychology and Behavioral Sciences Collection) scholarly search engine, between 01/01/2013 to 01/03/2023, with regards to the search terms "lgb*", "gay*", "lesbian*", "homosexual*", and "sexual minorit*", associated with "employee*", "personnel", "worker*", and "staff", and with "workplace", "work", "job", "occupation", "employment", and "career". Data were narratively synthesized and critically discussed. Of the 1584 potentially eligible articles, 140 papers contributed to this systematic review. Five main theoretical frameworks were identified: (a) minority stress, (b) sexual prejudice and stigma, (c) queer and Foucauldian paradigms, (d) social identity theories, and (e) intersectionality. Furthermore, significant individual (e.g., outness, disclosure, and work–family conflict) and contextual (e.g., heterosexist and heteronormative workplace climate and culture) variables influencing LG people's work experience were identified. This review highlights the need to develop a unified theoretical model for the construction of specific measurement tools to assess the work experience of LG people and for the implementation of interventions aimed at minimizing the effects of stigma in work contexts.

Keywords: LG workers; intersectionality; heterosexism and heteronormativity; outness and disclosure; organizational climate

1. Introduction

In recent decades, the debate on lesbian, gay, bisexual, transgender, and queer (LGBTQ+) issues has been the focus of political and media attention, both in its more positive declinations of openness, recognition, and deconstruction of old discriminatory myths and habits and in its more negative aspects, such as the persistence and exacerbation of discriminatory forms by individuals, communities, or states towards the expansion of this liberalizing push for sexual orientations and gender identities. In this polarized social climate [1], research on LGBTQ+ community issues has become increasingly necessary to produce up-to-date and original knowledge that deals with analyzing and deconstructing negative behaviors, beliefs, and affectivities related to homo–bi–trans–queerphobia and the social stigma surrounding gender identity and sexual orientation, and such is aimed at devising interventions useful for implementing psychophysical well-being.

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

2 of 16

Chapter 3 of the Charter of Fundamental Rights of the European Union (EU) [2] enshrines people's equality and the right to non-discrimination. The European Commission establishes schemes and laws to promote equality for LGBTQ+ people in Europe, which suffers from wide territorial heterogeneity, as evidenced by the ILGA 2018 Europe section's laws and policies [3].

For example, on 24 March 2022, an ISTAT (Italian National Institute of Statistic) and UNAR (National Office Against Racial Discrimination) survey involved approximately twenty-one thousand LGBTQ+ people—in current or past civil unions and residing in Italy as of 1 January 2020—with the aim of exploring employment discrimination against LGBTQ+ people [4]. Although the results cannot be considered representative of the LGBTQ+ Italian population, some of these data could be relevant to this research. Indeed, 26% of employed or formerly employed people reported that being homosexual or bisexual has been a disadvantage in terms of their working life, career, and professional growth, recognition or appreciation of their professionalism, and regarding income and pay. Concerning their last job, 40.3% avoided talking about their private lives and associating with colleagues in their free time to keep their sexual orientation hidden and to reduce the risk of revealing it. Furthermore, about six out of ten people have experienced at least one form of micro-aggression in the workplace related to their sexual orientation, with micro-aggression being defined as sending disparaging messages and subtle insults to minority individuals within short daily exchanges, often of an unconscious nature [5–7]. A high percentage (34.5%) of employees have experienced at least one discrimination event during their employment, with a higher incidence among women and bisexual individuals and a predominance in individuals employed on fixed-term contracts, thus suggesting a more protective condition for those working in public settings. Finally, about one in five experience a hostile climate or aggression in their work environment, such as slander, mockery, and verbal humiliation. Therefore, despite an increase in the promotion of equal opportunities at work, both subtle and blatant discrimination still exist.

Discrimination against LGBTQ+ people at work is, as stated by Anastas [8], "a form of violence that denies them full participation in essential social and economic activities and institutions, perpetuates economic injustice, and reduces their opportunities to realize human potential" (p. 84). It is also a direct violation of Article 23 of the 1948 United Nations Universal Declaration of Human Rights [9] on the universal right to work, free choice of employment, just and favorable work conditions, protection against unemployment, and equal pay for equal work [10].

In occupational research, a tailored focus has been increasingly given to developing research and interventions to prevent stress and discrimination in the workplace. This is also due to the growing recognition of the doubtless evidence that promoting workers' psychological and relational health conditions will benefit the quality of the work organization and society as a whole [11,12].

For this perspective, according to one of the main theoretical frameworks for evaluating occupational well-being, namely the job demand–resources model [13], there is always a kind of interplay of forces within work contexts. Indeed, the latter model [13] allows researchers to simultaneously investigate the effects of the interplay between perceived job demands (physical, social, or organizational aspects of the job requiring physical and/or mental effort and associated with physiological and psychological costs) and perceived job resources (physical, social, or organizational aspects of the job that can be instrumental in achieving work goals, reducing job demands, and/or stimulating personal development) in terms of workers' wellbeing. Specifically, if workers perceive high demands along with low resources (i.e., imbalance between perceived demands and resources), this state of fatigue (e.g., due to workplace conflicts) can have adverse outcomes on workers' health, especially in terms of anxiety and depression [14].

However, the work experiences of LG people may require tailored research attention, also given the higher risk they are exposed to in terms of further specific sources of stress and discrimination. Indeed, "minority stressors have a unique negative effect on health

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

3 of 16

and well-being that cannot be reduced to stress in general" [15] (p. 2), and experiences of stigma and rejection are correlated with significantly higher rates of depression and anxiety than in the heterosexual population [16–20].

Therefore, this systematic review aims to (1) identify the theoretical frameworks used in the approach to sexual minorities' work-related issues and (2) identify the main individual and contextual variables influencing the work experience of LG people.

2. Methods

2.1. Database Search

This review was conducted between March 2023 and June 2023, following the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidance [21] (See PRISMA 2020 checklist in the Supplementary Materials—Table S1). Furthermore, as a review of preexisting study reports, the Psychological Research Ethics Committee of the Department of Humanities of the University of Naples deemed it exempt from ethical approval. The study was registered on the Open Science Framework (OSF) platform (https://doi.org/10.17605/OSF.IO/5DH92, accessed on 29 May 2023).

We conducted an electronic search of four electronic databases and one scholarly search engine between 1 January 2013 and 1 March 2023, namely EBSCOHost (PsycInfo, Psychology and Behavioral Sciences Collection), PsycArticles, EMBASE, Scopus, and the Web of Science. There were no language restrictions. The following keywords were used in a [Abstract] search: "(lgb* OR gay* OR lesbian* OR homosexual* OR sexual minorit*) AND (employee* OR personnel OR worker* OR staff) AND (workplace OR work OR job OR occupation OR employment OR career)".

The reference lists of the identified studies were searched to find relevant articles and to ensure that all related publications were included in the analysis. The full-text versions of the literature were screened and analyzed for methodologic quality. Three research team members performed the processes independently, and disagreements were resolved by discussion and consensus with a fourth member of the research team.

2.2. Selection: Inclusion and Exclusion Criteria

We screened all observational studies analyzing LG workers' experience. The specific inclusion criteria were as follows: (a) publication date between 1 January 2013–1 March 2023; (b) original research articles published in all languages; and (c) studies reporting qualitative and/or quantitative data. Specific exclusion criteria were as follows: (a) abstracts; (b) letters; (c) editorials; and (d) commentaries (see Figure 1).
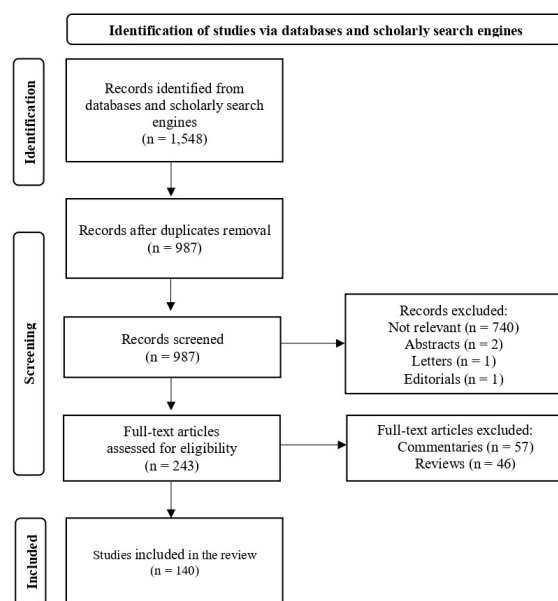

Figure 1. PRISMA flow diagram of study identification and selection process.

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

4 of 16

Furthermore, a quality assessment was conducted for all the articles that met the inclusion criteria. The Mixed-Methods Appraisal Tool (MMAT) version 2018 [22] was used to assign the quality rating. The MMAT is a critical appraisal tool widely used in systematic mixed studies reviews since it allows the appraisal of the methodological quality of the main categories of studies, namely qualitative research, randomized controlled trials, non-randomized studies, quantitative descriptive studies, and mixed methods studies. Three reviewers (M.L., F.R., and F.V.) were firstly involved in the appraisal process and independently assigned the quality rating to each paper according to the study design category (five specific methodological quality criteria for each category; rating 0–2; range: 0–10). Any discrepancy or disagreement was solved by discussions supervised by M.S. and involving all the authors. Studies reporting a score ≥ 5 were included in the final analysis.

The data extraction and synthesis were performed narratively considering the objectives settled for the purposes of the current review study, namely (1) to identify the theoretical frameworks used in the approach to sexual minorities' work-related issues and (2) to identify the main individual and contextual variables influencing the work experience of LG people.

3. Results

3.1. Characteristics of Selected Literature

A total of 1548 records were identified through an electronic search. When duplicates were removed, 987 records remained and were screened. Of these, 744 records were excluded (as being not relevant, abstracts, letters, and editorials). A total of 243 potential papers were assessed for eligibility. Of these, 103 papers were excluded (commentaries and reviews). One hundred forty papers were judged relevant and contributed to this systematic review (see Supplementary Materials—Table S2). All the papers were evaluated as reaching a quality score of ≥5 in MMAT [22].

The 140 studies considered involved more than 14.116.688 million participants. Only one study (0.71%) [23] does not specify the sample size. Compared with the total number of participants, 344.974 identified themselves as homosexuals. Furthermore, 34 studies (24.29%) [16,23–55] used compound acronyms (LGB, LGBT, sexual minority, etc.) to name their populations, which does not allow precise estimation of the homosexual subsample.

Considering the study design, only nine studies (6.4%) [56–64] were longitudinal, while the majority used an observational/cross-sectional research design. Only 17 studies (12.1%) [26,33,47,48,52,56,65–75] were conducted with representative samples, while the majority were conducted with convenience, purposive, or theory-based samples. Furthermore, only 11 studies (7.9%) [76–86] compared populations from different countries.

Finally, sample descriptions vary significantly among studies. Indeed, only 36 studies (25,71%) [51,57,58,64,71,76,78–80,85–111] specify the population in terms of both sexual orientation and gender identity (see Limitations).

3.2. Theoretical Frameworks in the Approach to Sexual Minorities' Work-Related Issues

The most represented theoretical frameworks in the approach to sexual minorities' work-related issues—all clearly defined in the introduction section of the reviewed studies—are as follows: (a) minority stress theory [19] (16.4%, 21 out of 140 studies) [26,43,44,49,73,85,89,90,93,106,112–122] which has been used extensively for decades, allows for the multidimensional, unique, and complex experience of LG individuals in work contexts through the analysis of specific proximal and distal stressors that alter actual and perceived experiences; (b) sexual prejudice and stigma theories [123,124] (11.4%, 16 out of 140 studies) [32,33,75,84,94,110,117,120,125–131] focus on comprehending society's negative regard for any behavior, identity, or community that is not heterosexual, the cultural ideology that perpetuates sexual stigma, and the negative attitudes based on sexual orientation with their consequences on LGBTQ+ individuals; (c) queer theory and Foucauldian paradigms [132,133] (10%, 14 out of 140 studies) [33,36,45,46,60,85,88,101,134–138] are largely present in contemporary policy debates on the topic and aim to deconstruct hegemonic stereotypes related to LGBTQ+ identities, posit the marginalization of sexual minorities as a given, and rethink concepts, such as resistance and non-assimilation; (d) social identity theories [139] (9.3%, 13 out of

Int. J. Environ. Res. Public Health **2024**, 21, 1355

5 of 16

140 studies) [34,40,51,59,77,78,86,95,99,130,140–142] refer to identity as a construct that continuously interacts with and is negotiated with work/organizational contexts and as a complex continuum, rather than a monolithic point. Furthermore, the concept of identity is considered most salient in a specific context that influences whether, when, and how to let one's sexual identity emerge; and (e) intersectionality paradigm [143] (6.4%, 9 out of 140 studies) [34,38,43,63,81,92,96,117,144] turns out to be an essential key for a thorough understanding of the complexity of the self. In this sense, from the concept of identity, also understood as a social construction, it is possible to deduce that numerous variables can replay themselves in work contexts, such as ethnicity, gender, organizational hierarchical position, the type of work, and the specific place where it is performed.

Of the remaining 66 studies, 12 (8.6%) [16,52,55,57,58,62,69,125,145–148] present varied theoretical frameworks, such as: (a) the multilevel relational framework to diversity management [16], which proposes an interconnected and situated analysis of individual (at the micro-level, taking into account individual influences on equal opportunities), organizational (at the meso-level, assessing organizational approaches and strategies), and structural (at the macro-level, examining legal, institutional and socio-cultural structures) variables related to diversity management; (b) the communication theory of identity [145], which posits that people communicatively manage and construct identity with others through personal, enacted, relational, and group identity frames; (c) the social exchange theory [69], which posits that LG employee's job satisfaction and affective commitment depend on the effect of their perceptions of organization's inclusive work environment human resources practices; and (d) the disclosure process model [62], which posits that the decision to disclose one's identity depends on the extent to which an identity management event activates approach goals (involving moving closer to a rewarding outcome, such as increased authenticity and relational intimacy) versus avoidance goals (involving moving away from a potential negative outcome, such as rejection and harassment).

On the other hand, 54 studies (38.6%) do not specify a clear theoretical framework of reference, essentially presenting generic reviews of the literature on the topic [29,48,80,87,99,149,150] and mainly focusing on heterosexism [64,104,151–153] heteronormativity [81,100,103,111,154], cisnormativity [27,41,67,82,105], and pressure to conform to masculine gender norms [56,155,156] in workplaces (see Table 1).

Table 1. Summary of review findings: theoretical frameworks in the approach to sexual minorities' work-related issues, individual and contextual variables influencing the work experience of LG people.

Review Aims		
	Theoretical Frameworks	
(1) To identify the theoretical frameworks used in the approach to sexual minorities' work-related issues	1. Minority stress theory 2. Sexual prejudice and stigma theories 3. Queer theory and Foucauldian paradigm 4. Social identity theories 5. Intersectionality paradigm 6. Multilevel relational framework to diversity management 7. Communication theory of identity 8. Social exchange theory 9. Disclosure process model 10. No specific theoretical framework: heterosexism, heteronormativity, cisnormativity, and pressure to conform to masculine gender norms	
	Individual Variables	**Contextual Variables**
(2) To identify the main individual and contextual variables influencing the work experience of LG people.	Outness and disclosure Authenticity Coping strategies Diversity within diversity Work life/affective life	Homophobia Heterosexism Heteronormativity Valorization of traditional masculinity Modified labeling Organizational climate Workplace incivility

Int. J. Environ. Res. Public Health **2024**, 21, 1355

6 of 16

3.3. Individual Variables Influencing the Work Experience of LG People

Most of the studies address the issue of being or not being out in the workplace, as it is believed that this experience affects interpersonal relationships, performance, and well-being [25,77,108,157,158]. The first finding is that disclosure and outness can positively affect interpersonal relationships and social comfort [130]. Indeed, it has been found that, due to identity concealment, subjects may experience a decrease in positive affect and an increase in negative affect [62]. Outness, however, is not necessarily a precise moment but is represented as a continuum in individuals' lives. In this vein, a recurring concept is that of visibility management, understood as "regulation of disclosure of one's sexual orientation to maintain privacy and minimize stigma, harm or marginalization" [159] (p. 1). This is also a dimension strongly related to specific cultural and organizational contexts. In this vein, the concept of "negative face" [95] is interesting in exploring people's desire to express their sexual identity freely, to emphasize both how life and work are in a mutually necessary relationship and how, in the workplace, identity is relational and socially produced. Therefore, the desire for authenticity turns out to be part of the process of identity negotiation [83,87,95,103].

A central issue, then, seems to be that of authenticity. For example, the State Authenticity as Fit to the Environment (SAFE) [160] model is effective in exploring how people with devalued social identities can feel comfortable in an "identity-safe context, according to which there are three types of adaptation that can lead to authenticity: self-concept fit, goal fit, and social fit" [57] (p. 3). It has emerged that disclosure is situated in different contexts, and indeed, many workers are out in the office but in the "closet" in the field, as well as that disclosure is predicted by perceived support from the potential recipient of this information [23,50,55]. Thus, negative aspects of authenticity also emerged, especially when implemented in contexts that do not provide psychological safety and do not support employees who choose to be out in the workplace [58]. But while it seems that the possibility of being openly oneself is a central issue for an individual's subjective and relational well-being, it turns out to be equally true that being out does not always seem to be the right choice for personal and occupational safeguards [58,90]. Indeed, being out is crucial in the most challenging and most at-risk work contexts as a political strategy aimed at change [126]. In this vein, homonegative events can deter and encourage disclosure, understood as an act of resilience [103,104].

The review also highlighted different coping strategies implemented by LG people to manage challenges and difficulties in the workplace, such as finding safe spaces, negotiating identity, connectedness, having heterosexual allies, and having a context with company networks and policies that promote inclusiveness and safety. These strategies can contribute significantly to LG employees' well-being and their ability to cope with work pressures [31,110].

In analyzing individual variables influencing the work experience of LG people, the concept of "diversity within diversity" [93] is also helpful in understanding how LG people share many of the experiences of exclusion with other minority groups [161]. Indeed, in light of the intersectional theory, it emerges that bisexual people have a unique experience [162], marked by a higher rate of post-traumatic stress disorder (PTSD) and bullying than single-sex individuals [112], as they are "doubly stigmatized", both in heteronormative contexts and within sexual minorities themselves [99]. Furthermore, significant differences emerged between male and female subjects. Indeed, it has been found that regarding homosexual women, there is a mixture of homophobia and sexism [163], fewer opportunities to develop their careers [150], and, as with bisexual individuals, double discrimination. It has also been found that LG workers with poor mental health are mostly cis or trans women [43] and that gay men are more often job-satisfied than lesbian women, albeit less so than heterosexual men [65].

It also emerged that work and affective life are in a continuous interchange, without the balance of which well-being seems impossible. Indeed, disclosure in the work context was often positively associated with partner satisfaction but negatively with family interference with work [131]. Furthermore, although support for life beyond work is positively

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

7 of 16

correlated with job satisfaction, even in the presence of high levels of support, the job satisfaction of LG employees remains lower than that of their heterosexual colleagues [52]. In the same vein, it emerged that a significant individual variable is the perception of incongruence between one's family identity and workplace expectations, as well as that the stigmatization of one's family is often the basis of the work–family conflict [80,120,147]. Indeed, it emerged that although outness in work contexts is also generally associated with greater life and couple satisfaction, the interference of this private dimension at work, sometimes driven by the desire not to make one's family invisible, can have adverse effects on one's work life, compromising life satisfaction and, thus, establishing a closed circle from which an individual is impoverished and more at risk for outcomes, such as anxiety and depression [75,113,119,164] (see Table 1).

3.4. Contextual Variables Influencing the Work Experience of LG People

The analysis of the literature reviewed revealed the entrenchment of homophobia, heterosexism, heteronormativity, and the valorization of traditional masculinity in specific work contexts [34,88,128]. For example, regarding the relationship between homophobic prejudice and the expression of masculinity, it emerged that, within heterosexist contexts, in which masculinity must be exhibited to consolidate one's status, sexual harassment often becomes part of that exhibition and contributes to the creation of a homophobic climate [130]. It also emerged that gender harassment often occurs in coexistence with heterosexist harassment and that the severity of heterosexist harassment is significantly associated with high rates of job burnout and job dissatisfaction [156,165]. In addition, it was found that greater compliance with male gender norms is associated with an increase in risky behaviors, such as isolating behaviors or discriminatory organizational practices [56]. In sum, the presence of a "heteroprofessional" tendency to exclude and discriminate against homosexuality emerges in work contexts [29,82,97,166].

Furthermore, the concept of segregation, i.e., the overrepresentation of a group in some occupations and its underrepresentation in others, regarding the occupational distribution of the relevant economy among professions [68], is particularly significant in comprehending how homophobia, heterosexism, and heteronormativity can affect organizational experiences. Indeed, it emerged that the high concentration of gays and lesbians in high-independence jobs may be due to bias during the selection phase [39]. In this vein, the discourse of employment discrimination of LG persons could be extended in an ecological perspective from the purely subjective individual life and psychic suffering to the macroscopic whole definable with the dominant heteronormative culture in biological, sociological, psychological, economic, and political domains, thus indicating that even an unspoken can create and nurture a "discourse of exclusion" [95] causing the issue of "closeting" to go beyond the perception of the individual.

Thus, homonegative events significantly inhibit disclosure processes [159] with specific psychological consequences. But this is only one of the ways the heteronormative culture manages workers' sexual identities [36]. Indeed, it has also been found that norms governing gender and sexuality within workplaces continually influence work-related migration [81] and that sexual minority status is often associated with turnover intention [37]. Furthermore, greater experiences of heterosexism were found to be associated with fear and anger [167], which, in turn, were associated with greater mental and physical distress, turnover intentions, and lower job satisfaction [118,168], thus indicating a possible mediating role of fear between heterosexism and psychological distress [107]. In this vein, even usually effective coping strategies, such as disclosure with coworkers, can, when implemented in contexts with high levels of discrimination, lose their power as a "buffering effect" [121].

The construct of "modified labeling" [125], according to which stigmatization is believed to be the product of a social process whereby those with power can negatively label those with less power as "deviant" from the dominant social norm, emerged as particularly interesting. In such a situation, the negatively labeled person experiences a stigma that links him or her to undesirable characteristics or a devalued social position. This construct very effectively brings together the concept of stigma with that of heteronormativity. In this vein, from a Foucauldian

Int. J. Environ. Res. Public Health **2024**, 21, 1355

8 of 16

perspective, it is not only sexuality that can be the target of repression/discrimination but also non-sexuality [138]. This seems to "in-form" us about the fact that heteronormative and stigmatizing power logics within work contexts push in the direction that all employees be made sexually intelligible and bound to a clear sexual identity.

Furthermore, organizational climate and culture are significantly related to workers' perceived subjective experiences [24,35,109]. In this vein, Holman [169] understands climate as a "general level of support or hostility", which is a recurring finding in the reviewed studies. We could see the importance of the voice–silence issue concerning minority identities in work contexts as an expression, first and foremost, of employees' intention to be heard on relevant issues, with trade union significance as well [146]. In this context, the concept of perceived organizational support [64,78] carries considerable weight as, first and foremost, an antecedent of countless psychological outcomes of LG employees and disclosure processes [115]. In addition, the perception of a non-discriminatory climate toward sexual minorities, represented, for example, by the use of appropriate pronouns when addressing employees, appears to be correlated with increased developmental networks and positive organizational attitudes [79,82,146,170]. Indeed, a possible intertwining of professional life and sexual identity emerges, thus suggesting that sexuality and professionalism can mutually enhance or deny each other [60].

Furthermore, the sedimentation of a culture of silence prevents LG employees from constructing a work identity that includes their sexual identity, and this, in turn, prevents the organizations themselves from being fully inclusive [45]. It is then possible to think that at the moment when an employee expresses himself or herself on highly relevant issues, such as sexual identity, the interests of the individual and those of the organization are congruent, thus creating the conditions for the individual to feel part of a context that recognizes them and in which he or she can identify, with a spillover effect on well-being and an organizational payoff in terms of productivity and corporate citizenship [57,92,102,115]. But it is also possible to see that the dyscrasia between the interest of the individual and that of the organization leads to an increase in turnover intentions, a decrease in perceived support [77], and lower job satisfaction, lower inclusiveness [134], and lower work engagement [69].

Finally, the concept of protection seems to play an important role in safeguarding the dignity of LG workers [87]. In this vein, the concept of "workplace incivility" [171] can be used to define a series of continued low-intensity acts that violate norms of respect and whose intent to harm is ambiguous (see Table 1).

4. Discussion

Regarding the theoretical frameworks in the approach to sexual minorities' work-related issues, minority stress theory [19], sexual prejudice and stigma theories [123,124], queer theory and Foucauldian paradigms [132,133], social identity theories [139], and intersectionality theory [143] emerged as the most represented in the reviewed studies. Despite the preponderance of such theoretical frameworks, other models are proposed that focus on specific variables or issues, such as the management [16] or the communication [145] of sexual identity and the disclosure process [55,62].

Regarding individual and contextual variables influencing the work experience of LG people, outness and disclosure emerged as the main variables highlighted by the reviewed studies. Indeed, a general trend seems to be that the more central and salient one's sexual identity is, the less likely one will be to disown it and, therefore, to deny it in the workplace [114]. But it has also been found that coming-out processes are often influenced by multiple individual and contextual factors that prevent their unfolding, such as being placed in an organizational context that does not guarantee safety, having previously experienced heterosexist assaults, perceiving homonegativity among colleagues, knowing that other colleagues who have come out have been discriminated against and/or dismissed, knowing that they are placed in a broader cultural context characterized by a strongly heteronormative bias [41,53,56,59,77,82,126,135]. Furthermore, the review highlighted that the work context's non-preparedness toward these issues often motivates

Int. J. Environ. Res. Public Health **2024**, 21, 1355

9 of 16

subjects to disclosure, which becomes a political and claiming act witnessing a necessary change [28,87,146]. In this vein, the voice–silence question emerged as a cross-cutting issue. Indeed, organizational policy-induced silence, self-induced silence, and internalization of the culture of silence were significant factors influencing the subject's ability to practice disclosure [82,100,145,146,154]. Moreover, organizational climate—i.e., the set of perceptions individuals have of a context—also emerged as a key factor affecting the experiences of the individuals who inhabit it [30,54,172,173], inscribed in organizational culture, just as organizational culture is inscribed in the larger context in which it is situated [174,175]. Indeed, a heterosexist workplace climate has been found to mediate the relationships between outness and job satisfaction, and anticipatory discrimination [153] has been found to result in moderate relationships between disclosure and job satisfaction.

Thus emerges a highly varied conceptual framework in dealing with sexual minorities' work-related issues, in which, despite the recurrence of cross-cutting issues, both at the individual and contextual levels, an underlying unity seems to be lacking. Moreover, in reviewing the literature on the subject, it seems to emerge that the variety of theoretical frameworks of reference are often accompanied by significant terminological and conceptual confusions in dealing with sexual minorities' issues that complicate, if not limit, the possibility of arriving at a coherent overall conceptual framework of reference. In this sense, it would be desirable to implement a more unified theoretical model to keep within the most relevant issues that have emerged from this systematic review while paying particular attention to a more correct and consistent use of specific terminologies and concepts. Moreover, this model could be very useful in constructing new measurement instruments to evaluate LG people's work experience and to develop interventions to minimize the effects of stigma and heterosexism in work contexts on LG employees' experience.

Limitations

There are some limitations in this review. The first limitation relates to the type of literature selected, which only concerns scientific articles. Indeed, future reviews on this topic could include additional sources, such as books, clinical guidelines, and training materials. Furthermore, although no filters have been settled to restrict the search by language, the use of an English string (and keywords) may have limited the access to relevant scientific articles written in languages other than English. This limitation should be taken into account when considering the generalizability of the review findings.

Moreover, although this review focused on the work experience of LG people, the participants in the studies analyzed were significantly diverse in sexual and gender identity, including, for example, bisexuals, transgender people, etc. Indeed, the way the studies describe the research populations revealed a frequent overlap in sexual orientation and gender identity, which often made it impossible to identify specific sub-populations: in the particular case of this review, this sub-population was the LG population. This within-group diversity implies caution in interpreting our results and highlights the importance, in future reviews, of paying attention to the intersection of sexual and gender minority status, as well as to sampling strategies.

5. Conclusions

Taken together, the results of the present review indicate that the majority of LG participants involved in the studies suffer from the dominant heteronormativity and segregation policies and have experienced discrimination and micro-aggressions in the workplace, with important and recurring effects on their psychological health (e.g., anxiety, depression), job satisfaction (e.g., sense of belonging to the organization, career expectations) and life satisfaction (e.g., perception of authenticity, work-family balance, couple relationship, etc.). This means that, despite an increase in the promotion of equal opportunities at work, there is still persistent discrimination against LG workers. Finally, the results suggest the need to develop a unified theoretical model that would serve as a solid foundation both for the construction of specific measurement tools to assess the work experience of LG people and for the implementation of interventions aimed at minimizing the effects of

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

10 of 16

heterosexism, heteronormativity, and stigma in work contexts on LG employees' experience and promoting their psychophysical health and well-being.

References

1. Salvati, M.; Koc, Y. Advancing research into the social psychology of sexual orientations and gender identities: Current research and future directions. *Eur. J. Soc. Psychol.* **2022**, *52*, 225–232. [CrossRef]
2. FRA. *Charter of Fundamental Rights of the European Union (CFR)*; Publications Office of the European Union: Luxembourg, 2012; Available online: http://data.europa.eu/eli/treaty/char_2012/oj (accessed on 29 May 2023).
3. ILGA-Europe. *Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People Covering Events that Occurred in Europe and Central Asia between January–December 2019*; ILGA-Europe: Brussels, Belgium, 2020; Available online: https://www.ilga-europe.org/files/uploads/2022/04/annual-review-2020.pdf (accessed on 29 May 2023).
4. ISTAT. *L'indagine ISTAT-UNAR Sulle Discriminazioni Lavorative Nei Confronti Delle Persone LGBT+ (In Unione Civile O Già In Unione) Anni 2020–2021*; ISTAT: Roma, Italy, 2022; Available online: https://www.istat.it/it/archivio/268470 (accessed on 29 May 2023).
5. Sue, D.W. *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*; John Wiley & Sons, Inc.: Hoboken, NJ, USA, 2010.
6. Smith, I.A.; Griffiths, A. Microaggressions, Everyday Discrimination, Workplace Incivilities, and Other Subtle Slights at Work: A Meta-Synthesis. *Hum. Resour. Dev. Rev.* **2022**, *21*, 275–299. [CrossRef]
7. Fattoracci, E.S.M.; King, D.D. The Need for Understanding and Addressing Microaggressions in the Workplace. *Perspect. Psychol. Sci.* **2023**, *18*, 738–742. [CrossRef] [PubMed]
8. Anastas, J.W. Working against discrimination: Gay, lesbian and bisexual people on the job. *J. Gay Lesbian Soc. Serv.* **1998**, *8*, 83–98. [CrossRef]
9. United Nations. Universal Declaration of Human Rights. 1948. Available online: https://www.un.org/en/about-us/universal-declaration-of-human-rights (accessed on 29 May 2023).
10. Moretti, A. Regional Public Opinions on LGBTI People Equal Opportunities in Employment: Evidence from the Eurobarometer Programme using Small Area Estimation. *Soc. Indic. Res.* **2023**, *166*, 413–438. [CrossRef]
11. Steffens, M.C.; Niedlich, C.; Ehrke, F. Discrimination at Work on the Basis of Sexual Orientation: Subjective Experience, Experimental Evidence, and Interventions. In *Sexual Orientation and Transgender Issues in Organizations*; Köllen, T., Ed.; Springer: Cham, Switzerland, 2016; pp. 367–388. [CrossRef]
12. Zambrana, R.E.; Valdez, R.B.; Pittman, C.T.; Bartko, T.; Weber, L.; Parra-Medina, D. Workplace stress and discrimination effects on the physical and depressive symptoms of underrepresented minority faculty. *Stress Health* **2021**, *37*, 175–185. [CrossRef]
13. Demerouti, E.; Bakker, A.B.; Nachreiner, F.; Schaufeli, W.B. The job demands-resources model of burnout. *J. Appl. Psychol.* **2001**, *86*, 499–512. [CrossRef] [PubMed]
14. Argentero, P.; Cortese, C.G. (Eds.) *Psicologia Delle Organizzazioni*; Raffaello Cortina: Milano, Italy, 2018.
15. Bartos, S.E.; Noon, D.W.; Frost, D. Minority Stress, Campaign Messages and Political Participation during the Australian Marriage Plebiscite. *Sex. Res. Soc. Pol.* **2021**, *18*, 75–86. [CrossRef]
16. Achyldurdyyeva, J.; Wu, L.F.; Datova, N. Understanding LGBT individuals' employment environment in Taiwan: A relational framework perspective. *Equal. Divers. Incl.* **2023**, *42*, 656–684. [CrossRef]
17. AIHW. *Australia's Health 2018*; Australian Institute of Health and Welfare: Canberra, Australia, 2018. Available online: https://www.aihw.gov.au/reports/australias-health/australias-health-2018/contents/table-of-contents (accessed on 29 May 2023).
18. Cochran, S.D.; Mays, V.M. Burden of psychiatric morbidity among lesbian, gay, and bisexual individuals in the California Quality of Life Survey. *J. Abnorm. Psychol.* **2009**, *118*, 647–658. [CrossRef]

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

11 of 16

19. Meyer, I.H. Prejudice as stress: Conceptual and measurement problems. *Am. J. Public Health* **2003**, *93*, 262–265. [CrossRef] [PubMed]

20. NIH. NIH Fiscal Years 2016–2020 Strategic Plan to Advance Research on the Health and Well-Being of Sexual and Gender Minorities. 2016. Available online: https://www.edi.nih.gov/sites/default/files/EDI_Public_files/sgm-strategic-plan.pdf (accessed on 29 May 2023).

21. Moher, D.; Liberati, A.; Tetzlaff, J.; Altman, D.G.; The PRISMA Group. Preferred reporting items for systematic reviews and meta-analyses: The PRISMA statement. *PLoS Med.* **2009**, *6*, e1000097. [CrossRef] [PubMed]

22. Hong, Q.N.; Fàbregues, S.; Bartlett, G.; Boardman, F.; Cargo, M.; Dagenais, P.; Gagnon, M.P.; Griffiths, F.; Nicolau, B.; O'Cathain, A.; et al. The Mixed Methods Appraisal Tool (MMAT) version 2018 for information professionals and researchers. *Educ. Inf.* **2018**, *34*, 285–291. [CrossRef]

23. Orzechowicz, D. The Walk-In Closet: Between "Gay-Friendly" and "Post-Closeted" Work. *Res. Sociol. Work* **2016**, *29*, 187–213. [CrossRef]

24. Blanck, P.; Hyseni, F.; Altunkol Wise, F. Diversity and Inclusion in the American Legal Profession: Workplace Accommodations for Lawyers with Disabilities and Lawyers Who Identify as LGBTQ+. *J. Occup. Rehabil.* **2020**, *30*, 537–564. [CrossRef]

25. Bonaventura, L.; Biondo, A.E. Disclosure of sexual orientation in the USA and its consequences in the workplace. *Int. J. Soc. Econ.* **2016**, *43*, 1115–1123. [CrossRef]

26. Cech, E.A.; Rothwell, W.R. LGBT Workplace Inequality in the Federal Workforce: Intersectional Processes, Organizational Contexts, and Turnover Considerations. *ILR Rev.* **2020**, *73*, 25–60. [CrossRef]

27. Cech, E.A.; Waidzunas, T. LGBTQ@NASA and Beyond: Work Structure and Workplace Inequality among LGBTQ STEM Professionals. *Work Occup.* **2022**, *49*, 187–228. [CrossRef]

28. Connell, A.; Yates, J. 'Then You Will Know the Truth, and the Truth Will Set You Free': An Interpretative Phenomenological Analysis of the Career Experiences of Gay Clergy in the Church of England. *Sex. Cult.* **2021**, *25*, 482–502. [CrossRef]

29. Einarsdóttir, A.; Hoel, H.; Lewis, D. Fitting the bill? (Dis)embodied disclosure of sexual identities in the workplace. *Work Employ. Soc.* **2016**, *30*, 489–505. [CrossRef]

30. Federman, P.S.; Rishel, E.N.M. Beyond the Lavender Scare: LGBT and Heterosexual Employees in the Federal Workplace. *Public Integr.* **2017**, *19*, 22–40. [CrossRef]

31. Gates, T.G.; Rich, T.; Blackwood, R. Workplace friendships among social work, counseling, and human service educators: Exploring the impact of sexual orientation and friendships in workplace empowerment. *J. Workplace Behav. Health* **2019**, *34*, 20–37. [CrossRef]

32. Green, D.C.; Holloway, I.W.; Pickering, C.E.; Tan, D.; Tzen, M.; Goldbach, J.T.; Castro, C.A. Group Perceptions of Acceptance of Racial/Ethnic, Sexual and Gender Minorities in the United States Military. *Mil. Behav. Health* **2021**, *9*, 139–150. [CrossRef]

33. Jin, M.H.; Park, J. Sexual minority and employee engagement: Implications for job satisfaction. *J. Public Nonprofit Aff.* **2016**, *2*, 3–14. [CrossRef]

34. Jones, M.; Williams, M.L. Twenty years on: Lesbian, gay and bisexual police officers' experiences of workplace discrimination in England and Wales. *Polic. Soc.* **2015**, *25*, 188–211. [CrossRef]

35. Katz-Wise, S.L.; Boskey, E.R.; Godwin, E.G.; Thomson, H.; Post, J.; Gordon, A.R. "We're Moving in the Right Direction. Still a Long Way to Go": Experiences and Perceptions of the Climate for LGBTQ+ Employees at a Pediatric Hospital. *J. Homosex.* **2022**, *69*, 2286–2304. [CrossRef]

36. Kerrigan, P.; O'Brien, A. Camping it up and toning it down: Gay and lesbian sexual identity in media work. *Media Cult. Soc.* **2020**, *42*, 1061–1077. [CrossRef]

37. Klare, D.; Finch, A.; Arreola, A.; Dailey, S.; Howard, K. Examining how sexual identity, psychosocial factors, and organizational differences relate to intent-to-quit in a large-scale, cross-sectional study. *J. Gay Lesbian Soc. Serv.* **2021**, *33*, 493–511. [CrossRef]

38. Lewis, G.B.; Emidy, M.B. Sexual Orientation and Organizational Justice in the Federal Service: Exploring Differences through an Intersectional Lens. *J. Public Adm. Res. Theory* **2022**, *32*, 489–508. [CrossRef]

39. Lim, A.C.; Trau, R.N.C.; Foo, M.D. Task interdependence and the discrimination of gay men and lesbians in the workplace. *Hum. Res. Manag.* **2018**, *57*, 1385–1397. [CrossRef]

40. McNamara, K.A.; Gribble, R.; Sharp, M.L.; Alday, E.; Corletto, G.; Lucas, C.L.; Castro, C.A.; Fear, N.T.; Goldbach, J.T.; Holloway, I.W. Acceptance matter: Disengagement and attrition among LGBT personnel in the US military. *J. Mil. Veteran Fam. Health* **2021**, *7*, 76–89. [CrossRef]

41. Mills, S.; Owens, B. Customer Abuse and Aggression as Labour Control Among LGBT Workers in Low-Wage Services. *Work Employ. Soc.* **2023**, *37*, 776–793. [CrossRef] [PubMed]

42. Mishel, E. Contextual Prejudice: How Occupational Context and Stereotypes Shape Bias against Gay and Lesbian Employees. *Soc. Curre.* **2020**, *7*, 371–391. [CrossRef]

43. Owens, B.; Mills, S.; Lewis, N.; Guta, A. Work-related stressors and mental health among LGBTQ workers: Results from a cross-sectional survey. *PLoS ONE* **2022**, *17*, e0275771. [CrossRef]

44. Perales, F. Improving the wellbeing of LGBTQ+ employees: Do workplace diversity training and ally networks make a difference? *Prev. Med.* **2022**, *161*, 107113. [CrossRef]

45. Priola, V.; Lasio, D.; De Simone, S.; Serri, F. The Sound of Silence. Lesbian, Gay, Bisexual and Transgender Discrimination in "Inclusive Organizations". *Br. J. Manag.* **2014**, *25*, 488–502. [CrossRef]

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

12 of 16

46. Priola, V.; Lasio, D.; Serri, F.; De Simone, S. The organisation of sexuality and the sexuality of organisation: A genealogical analysis of sexual 'inclusive exclusion' at work. *Organization* **2018**, *25*, 732–754. [CrossRef]

47. Roscigno, V.J. Discrimination, Sexual Harassment, and the Impact of Workplace Power. *Socius* **2019**, *5*, 2378023119853894. [CrossRef]

48. Sabharwal, M.; Levine, H.; D'Agostino, M.; Nguyen, T. Inclusive Work Practices: Turnover Intentions Among LGBT Employees of the U.S. Federal Government. *Am. Rev. Public. Adm.* **2019**, *49*, 482–494. [CrossRef]

49. Senreich, E.; Straussner, S.L.A.; Cooper, C.E. Health, wellness, and workplace experiences of lesbian, gay, and bisexual social workers. *J. Gay Lesbian Soc. Serv.* **2020**, *32*, 209–239. [CrossRef]

50. Smith, I.P.; McCarthy, G. The Australian corporate closet: Why it's still so full! *J. Gay Lesbian Ment. Health* **2017**, *21*, 327–351. [CrossRef]

51. Soini, A.; Eräranta, K. Collaborative construction of the closet (in and out): The affordance of interactivity and gay and lesbian employees' identity work online. *Organization* **2023**, *30*, 21–41. [CrossRef]

52. Stavrou, E.; Solea, E. In the eye of the beholder: Employee sexual orientation, perceived supervisory support for life beyond work and job satisfaction. *Hum. Res. Manag. J.* **2021**, *31*, 225–241. [CrossRef]

53. Thuillier, J.; Almudever, B.; Croity-Belz, S. Perceived Workplace Discrimination and Disclosure at Work Among Lesbian and Gay Employees: The Role of Prior Coming Out Experiences in Different Life Domains. *J. Homosex.* **2022**, *69*, 1819–1841. [CrossRef] [PubMed]

54. Weng, D.H.; Chuang, Y.T.; Zhang, C.; Church, R. Ceo political liberalism, stakeholders, and firms' support for LGBT employees. *Leadersh. Q.* **2023**, *34*, 101645. [CrossRef]

55. Wessel, J.L. The Importance of Allies and Allied Organizations: Sexual Orientation Disclosure and Concealment at Work. *J. Soc. Issues* **2017**, *73*, 240–254. [CrossRef]

56. Austin, C.; Probst, T.M. Masculine Gender Norms and Adverse Workplace Safety Outcomes: The Role of Sexual Orientation and Risky Safety Behaviors. *Safety* **2021**, *7*, 55. [CrossRef]

57. Fletcher, L.; Everly, B.A. Perceived lesbian, gay, bisexual, and transgender (LGBT) supportive practices and the life satisfaction of LGBT employees: The roles of disclosure, authenticity at work, and identity centrality. *J. Occup. Organ. Psychol.* **2021**, *94*, 485–508. [CrossRef]

58. Gardner, D.M.; Prasad, J.J. The consequences of being myself: Understanding authenticity and psychological safety for LGB employees. *J. Occup. Organ. Psychol.* **2022**, *95*, 788–797. [CrossRef]

59. King, E.B.; Mohr, J.J.; Peddie, C.I.; Jones, K.P.; Kendra, M. Predictors of Identity Management: An Exploratory Experience-Sampling Study of Lesbian, Gay, and Bisexual Workers. *J. Manag.* **2017**, *43*, 476–502. [CrossRef]

60. Miao, W.; Chan, L.S. Between sexuality and professionalism: Experiences of gay workers at Blued, a Chinese gay social app company. *New Media Soc.* **2021**, *23*, 1882–1898. [CrossRef]

61. Mitchell, R.J.; Ozminkowski, R.J. Comparison of Health Risks and Changes in Risks over Time Among a Sample of Lesbian, Gay, Bisexual, and Heterosexual Employees at a Large Firm. *Popul. Health Manag.* **2017**, *20*, 114–122. [CrossRef] [PubMed]

62. Mohr, J.J.; Markell, H.M.; King, E.B.; Jones, K.P.; Peddie, C.I.; Kendra, M.S. Affective antecedents and consequences of revealing and concealing a lesbian, gay, or bisexual identity. *J. Appl. Psychol.* **2019**, *104*, 1266–1282. [CrossRef] [PubMed]

63. Nixon, S. Surviving the Landings: An Autoethnographic Account of Being a Gay Female Prison Officer (in an Adult Male Prison in England). *Women Crim. Justice* **2022**, *32*, 111–130. [CrossRef]

64. Smith, R.W.; Baranik, L.E.; Duffy, R.D. Psychological ownership within psychology of working theory: A three-wave study of gender and sexual minority employees. *J. Vocat. Behav.* **2020**, *118*, 103374. [CrossRef]

65. Aldén, L.; Hammarstedt, M.; Swahnberg, H. Sexual Orientation and Job Satisfaction: Survey-Based Evidence from Sweden. *J. Labor Res.* **2020**, *41*, 69–101. [CrossRef]

66. Bryson, A. Pay equity after the Equality Act 2010: Does sexual orientation still matter? *Work Employ. Soc.* **2017**, *31*, 483–500. [CrossRef]

67. Clark, A.F.; Suh, J.; Bae, K.B. Protected, but not included? The role of workplace inclusion for sexual and gender minorities in the federal service. *J. Public Nonprofit Aff.* **2022**, *8*, 323–348. [CrossRef]

68. del Río, C.; Alonso-Villar, O. Occupational segregation by sexual orientation in the U.S.: Exploring its economic effects on same-sex couples. *Rev. Econ. Household* **2019**, *17*, 439–467. [CrossRef]

69. Hur, H. The role of inclusive work environment practices in promoting LGBT employee job satisfaction and commitment. *Public Money Manag.* **2020**, *40*, 426–436. [CrossRef]

70. Jepsen, C.; Jepsen, L.K. Self-employment, earnings, and sexual orientation. *Rev. Econ. Household* **2017**, *15*, 287–305. [CrossRef]

71. Kattari, S.K.; Whitfield, D.I.; Walls, N.; Langenderfer-Magruder, L.; Ramos, D. Policing Gender Through Housing and Employment Discrimination: Comparison of Discrimination Experiences of Transgender and Cisgender LGBQ Individuals. *J. Soc. Work Res.* **2016**, *7*, 2315–2334. [CrossRef]

72. Kuyper, L. Differences in workplace experiences between lesbian, gay, bisexual, and heterosexual employees in a representative population study. *Psychol. Sex Orientat. Gend. Divers.* **2015**, *2*, 1. [CrossRef]

73. Laurent, T.; Mihoubi, F. Sexual Orientation, Unemployment and Participation: Are Gays Less Employable than Straights? *J. Labor Res.* **2017**, *38*, 1–44. [CrossRef]

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

13 of 16

74. Martell, M.E. Identity management: Worker independence and discrimination against gay men. *Contemp. Econ. Policy* **2018**, *36*, 136–148. [CrossRef]

75. Tilcsik, A.; Anteby, M.; Knight, C.R. Concealable Stigma and Occupational Segregation. *Adm. Sci. Q.* **2015**, *60*, 446–481. [CrossRef]

76. Capell, B.; Tzafrir, S.S.; Enosh, G.; Dolan, S.L. Explaining sexual minorities' disclosure: The role of trust embedded in organizational practices. *Organ. Stud.* **2018**, *39*, 947–973. [CrossRef]

77. Corlett, S.; Di Marco, D.; Arenas, A. 'Coming out' across cultures: Examining the experiences of Ecuadorian and Spanish LGB employees. *Curr. Psychol.* **2021**, *40*, 5391–5401. [CrossRef]

78. Gacilo, J.; Steinheider, B.; Stone, T.H.; Hoffmeister, V.; Jawahar, I.M.; Garrett, T. The double-edged sword of having a unique perspective: Feelings of discrimination and perceived career advantages among LGBT employees. *Equal. Divers. Incl.* **2018**, *37*, 298–312. [CrossRef]

79. Johnson, I.R.; Pietri, E.S.; Buck, D.M.; Daas, R. What's in a pronoun: Exploring gender pronouns as an organizational identity-safety cue among sexual and gender minorities. *J. Exp. Soc. Psychol.* **2021**, *97*, 104194. [CrossRef]

80. Kim, S.Y.; Velez, B.; Daheim, J.; Lei, N. Validation of the Work Family Conflict Scale for Sexual Minority Employees. *J. Career Assess.* **2019**, *27*, 594–609. [CrossRef]

81. Lewis, N.M.; Mills, S. Seeking security: Gay labour migration and uneven landscapes of work. *Environ. Plan. A* **2016**, *48*, 2484–2503. [CrossRef]

82. Mizzi, R.C. "There Aren't Any Gays Here": Encountering Heteroprofessionalism in an International Development Workplace. *J. Homosex.* **2013**, *60*, 1602–1624. [CrossRef] [PubMed]

83. Rengers, J.M.; Heyse, L.; Otten, S.; Wittek, R.P.M. "It's Not Always Possible to Live Your Life Openly or Honestly in the Same Way"—Workplace Inclusion of Lesbian and Gay Humanitarian Aid Workers in Doctors Without Borders. *Front. Psychol.* **2019**, *10*, 320. [CrossRef] [PubMed]

84. Trau, R.N.C. The Impact of Discriminatory Climate Perceptions on the Composition of Intraorganizational Developmental Networks, Psychosocial Support, and Job and Career Attitudes of Employees with an Invisible Stigma. *Hum. Res. Manag.* **2015**, *54*, 345–366. [CrossRef]

85. Tshisa, N.; van der Walt, F. Discrimination challenges and psychological well-being of black African queer employees. *SA J. Ind. Psychol.* **2021**, *47*, 1835. [CrossRef]

86. Tshisa, N.; van der Walt, F. Emotional well-being of black African queer employees in the workplace. *SA J. Hum. Res. Manag.* **2022**, *20*, a2043. [CrossRef]

87. Baker, S.J.; Lucas, K. Is it safe to bring myself to work? Understanding LGBTQ experiences of workplace dignity. *Can. J. Adm. Sci.* **2017**, *34*, 133–148. [CrossRef]

88. Barnard, S.; Dainty, A.; Lewis, S.; Culora, A. Conceptualising Work as a 'Safe Space' for Negotiating LGBT Identities: Navigating Careers in the Construction Sector. *Work Employ. Soc.* **2022**, *37*, 1565–1582. [CrossRef]

89. Beatriz, C.; Pereira, H. Workplace Experiences of LGBTQIA+ Individuals in Portugal. *Employ. Respons. Rights J.* **2023**, *35*, 345–367. [CrossRef]

90. Chen, C.Y.C.; Hernando, M.M.; Panebianco, A. Sexual Minority School Psychologists' Perceptions of School Climate and Professional Commitment. *Sex. Res. Soc. Pol.* **2020**, *17*, 104–118. [CrossRef]

91. Compton, C.A.; Dougherty, D.S. Organizing Sexuality: Silencing and the Push-Pull Process of Co-sexuality in the Workplace. *J. Commun.* **2017**, *67*, 874–896. [CrossRef]

92. Dhanani, L.Y.; Totton, R.R.; Hall, T.K.; Pham, C.T. Visible but Hidden: An Intersectional Examination of Identity Management Among Sexual Minority Employees. *J. Manag.* **2024**, *50*, 949–978. [CrossRef]

93. Donaghy, M.; Perales, F. Workplace wellbeing among LGBTQ+ Australians: Exploring diversity within diversity. *J. Sociol.* **2022**, *60*, 155–174. [CrossRef]

94. Gates, T.G. Assessing the relationship between outness at work and stigma consciousness among LGB workers in the Midwest and the resulting implications for counselors. *Couns. Psychol. Q.* **2014**, *27*, 264–276. [CrossRef]

95. Hastings, S.O.; Minei, E.; Warren, S. Organizational practices leading to closeting: The interactional construction of 'closets'. *J. Appl. Commun. Res.* **2021**, *49*, 687–704. [CrossRef]

96. Hatton, J.; Monro, S. Insights from an intersectional view of the self for non-heterosexual female youth workers. *Equal. Divers. Incl.* **2019**, *38*, 107–120. [CrossRef]

97. Lee, J.G.L.; Chaney, B.H.; Cabacungan, A.N. Measuring Workplace Discrimination among Sexual and Gender Minority Workers. *Health Behav. Policy Rev.* **2019**, *6*, 597–604. [CrossRef]

98. Lent, R.W.; Morris, T.R.; Tatum, A.K.; Wang, R.J.; Priya Moturu, B.; Ireland, G.W. Predictors of workplace sexual identity management behaviors: A test of the social cognitive career self-management model. *J. Vocat. Behav.* **2021**, *127*, 103566. [CrossRef]

99. Markovic, L.; Schönherr, D.; Zandonella, M.; Gil-Salmeron, A.; Smith, L.; McDermott, D.; Yang, L.; Dorner, T.E.; Mües, H.; Grabovac, I. Associations between workplace characteristics and 'outness' in LGBTI workers in Austria. *Occup. Environ. Med.* **2022**, *79*, 10–16. [CrossRef]

100. McFadden, C.; Crowley-Henry, M. 'My People': The potential of LGBT employee networks in reducing stigmatization and providing voice. *Int. J. Hum. Res. Manag.* **2018**, *29*, 1056–1081. [CrossRef]

101. Mizzi, R. Creating inclusive workplaces for LGBTQ international educators: Voices from the field. *Int. Educ. J. Comp. Persp.* **2022**, *21*, 129–138.

102. Nowack, V.; Donahue, J.J. Outcomes associated with employee and organisational LGBT value discrepancies. *Psychol. Sex.* **2020**, *11*, 32–44. [CrossRef]

103. Papadaki, V.; Giannou, D. To be or not to be out of the closet?—LGB social workers' visibility management in the workplace in Greece. *J. Gay Lesbian Soc. Serv.* **2021**, *33*, 225–249. [CrossRef]

104. Papadaki, V.; Papadaki, E.; Giannou, D. Microaggression experiences in the workplace among Greek LGB social workers. *J. Gay Lesbian Soc. Serv.* **2021**, *33*, 512–532. [CrossRef]

105. Resnick, C.A.; Galupo, M.P. Assessing Experiences with LGBT Microaggressions in the Workplace: Development and Validation of the Microaggression Experiences at Work Scale. *J. Homosex.* **2019**, *66*, 1380–1403. [CrossRef]

106. Rivero-Díaz, M.L.; Agulló-Tomás, E.; Llosa, J.A. Adaptation and Validation of the LGBTCI to the Spanish LGBT Working Population. *J. Career Assess.* **2021**, *29*, 422–441. [CrossRef]

107. Singh, R.S.; Watford, T.S.; Cotterman, R.E.; O'Brien, W.H. A pilot study of acceptance and commitment therapy for sexual minorities experiencing work stress. *J. Context. Behav. Sci.* **2020**, *16*, 25–29. [CrossRef]

108. Spendler, C.S.; Lorenz, T.; Fleischhauer, M.; Enge, S. The role of personality in disclosing a non-heterosexual orientation at work. *Curr. Psychol.* **2023**, *42*, 26802–26811. [CrossRef]

109. Tatum, A.K. Workplace climate and satisfaction in sexual minority populations: An application of social cognitive career theory. *J. Couns. Psychol.* **2018**, *65*, 618–628. [CrossRef]

110. Ueno, K.; Jackson, T.M.; Ingram, R.; Grace, J.; Šaras, E.D. Sexual Minority Young Adults' Construction of Workplace Acceptance in the Era of Diversity and Inclusion. *Soc. Curr.* **2020**, *7*, 91–108. [CrossRef]

111. Viehl, C.; Dispenza, F.; McCullough, R.; Guvensel, K. Burnout among sexual minority mental health practitioners: Investigating correlates and predictors. *Psychol. Sex. Orientat. Gend. Divers.* **2017**, *4*, 354–361. [CrossRef]

112. Day, N.E.; Meglich, P.; Porter, T.H. Comparing the relationship of workplace bullying and PTSD in bisexual versus monosexual workers. *Psychol. Sex. Orientat. Gend. Divers.* **2022**, *11*, 126–138. [CrossRef]

113. Holman, E.G. The effects of minority stressors in the workplace on same-sex relationships: A collective case study of female couples. *J. Lesbian Stud.* **2019**, *23*, 196–223. [CrossRef] [PubMed]

114. Holman, E.G.; Ogolsky, B.G.; Oswald, R.F. Concealment of a sexual minority identity in the workplace: The role of workplace climate and identity centrality. *J. Homosex.* **2022**, *69*, 1467–1484. [CrossRef]

115. Jiang, Z.; Wang, Y.; Hu, X.; Wang, Z. Open Workplace Climate and LGB Employees' Psychological Experiences: The Roles of Self-Concealment and Self-Acceptance. *J. Employ. Counsel.* **2019**, *56*, 2–19. [CrossRef]

116. Jones, M.; Smith, J.C.; Moore, S.; Newman, A.; Camacho-González, A.; Harper, G.W.; del Río, C.; Hussen, S.A. Passion, commitment, and burnout: Experiences of Black gay men working in HIV/AIDS treatment and prevention in Atlanta, GA. *PLoS ONE* **2022**, *17*, e0264680. [CrossRef]

117. Köllen, T. The impact of demographic factors on the way lesbian and gay employees manage their sexual orientation at work: An intersectional perspective. *Manag. Res. Rev.* **2015**, *38*, 992–1015. [CrossRef]

118. Miner, K.N.; Costa, P.L. Ambient workplace heterosexism: Implications for sexual minority and heterosexual employees. *Stress Health* **2018**, *34*, 563–572. [CrossRef]

119. Moya, M.; Moya-Garófano, A. Discrimination, Work Stress, and Psychological Well-being in LGBTI Workers in Spain. *Psychosoc. Interv.* **2020**, *29*, 93–101. [CrossRef]

120. Sawyer, K.B.; Thoroughgood, C.; Ladge, J. Invisible families, invisible conflicts: Examining the added layer of work-family conflict for employees with LGB families. *J. Vocat. Behav.* **2017**, *103*, 23–39. [CrossRef]

121. Velez, B.L.; Moradi, B.; Brewster, M.E. Testing the tenets of minority stress theory in workplace contexts. *J. Counsel. Psychol.* **2013**, *60*, 532–542. [CrossRef]

122. Wang, J.; Wicks, D.; Zhang, C. Job-related well-being of sexual minorities: Evidence from the British workplace employment relations study. *Br. J. Ind. Relat.* **2022**, *60*, 841–863. [CrossRef]

123. Goffman, E. *Stigma: Notes on the Management of Spoiled Identity*; Simon & Schuster: New York, NY, USA, 1963.

124. Herek, G.M. Confronting sexual stigma and prejudice: Theory and practice. *J. Soc. Issues* **2007**, *63*, 905–925. [CrossRef]

125. Gates, T.G.; Mitchell, C.G. Workplace Stigma-Related Experiences Among Lesbian, Gay, and Bisexual Workers: Implications for Social Policy and Practice. *J. Workplace Behav. Health* **2013**, *28*, 159–171. [CrossRef]

126. Goetz, S.; Blanz, M. Hidden discrimination in front of social work's own door: The case of homosexual employees at Christian social services in Germany. *Eur. J. Soc. Work* **2020**, *23*, 239–252. [CrossRef]

127. Machado, C.F.; Costa, A.L. Diversity Management: Homosexuality and the labor market. *Adm. Sci.* **2022**, *12*, 134. [CrossRef]

128. Mennicke, A.; Gromer, J.; Oehme, K.; MacConnie, L. Workplace experiences of gay and lesbian criminal justice officers in the United States: A qualitative investigation of officers attending a LGBT law enforcement conference. *Policing Society* **2018**, *28*, 712–729. [CrossRef]

129. Ortega, J. Perceptions of Anticipated Stigma in Gay and Lesbian Workers in Health Services (Argentina). *Cuad. Inter. Cambio Sobre Centroam. Caribe* **2020**, *17*, e42308. [CrossRef]

130. Stenger, S.; Roulet, T.J. Pride Against Prejudice? The Stakes of Concealment and Disclosure of a Stigmatized Identity for Gay and Lesbian Auditors. *Work Employ. Soc.* **2018**, *32*, 257–273. [CrossRef]

131. Williamson, R.L.; Beiler-May, A.; Locklear, L.R.; Clark, M.A. Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *J. Vocat. Behav.* **2017**, *103*, 7–22. [CrossRef]

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

15 of 16

132. Ahmed, S. *Queer Phenomenology: Orientations, Objects, Others*; Duke University Press: Durham, NC, USA, 2006.

133. Foucault, M. *The History of Sexuality, Volume One: An Introduction*; Vintage: New York, NY, USA, 1990; Original Work Published 1978.

134. Collins, J.C.; Rocco, T.S. Queering Employee Engagement to Understand and Improve the Performance of Gay Male Law Enforcement Officers: A Phenomenological Exploration. *Perform. Improv. Q.* **2018**, *30*, 273–295. [CrossRef]

135. Fahie, D. 'Spectacularly exposed and vulnerable'—How Irish equality legislation subverted the personal and professional security of lesbian, gay and bisexual teachers. *Sexualities* **2016**, *19*, 393–411. [CrossRef]

136. Ferfolja, T.; Stavrou, E. Workplace Experiences of Australian Lesbian and Gay Teachers: Findings from a National Survey. *Can. J. Educ. Adm. Policy* **2015**, *173*, 113–138.

137. O'Brien, A.; Kerrigan, P. Gay the right way? Roles and routines of Irish media production among gay and lesbian workers. *Eur. J. Commun.* **2020**, *35*, 355–369. [CrossRef]

138. Van Laer, K. The role of co-workers in the production of (homo)sexuality at work: A Foucauldian approach to the sexual identity processes of gay and lesbian employees. *Hum. Relat.* **2018**, *71*, 229–255. [CrossRef]

139. Tajfel, H.; Turner, J.C. An integrative theory of inter-group conflict. In *The Social Psychology of Inter-Group Relations*; Austin, W.G., Worchel, S., Eds.; Brooks/Cole: Monterey, CA, USA, 1979; pp. 33–47.

140. Henderson, M.; Kyle, S. The relationship between sexuality-professional identity integration and leadership in the workplace. *Psychol. Sex. Orientat. Gend. Divers.* **2018**, *5*, 338–351. [CrossRef]

141. Melton, E.N.; Cunningham, G.B. Examining the Workplace Experiences of Sport Employees who Are LGBT: A Social Categorization Theory Perspective. *J. Sport Manag.* **2014**, *28*, 21–33. [CrossRef]

142. Tsai, Y.H.; Joe, S.W.; Liu, W.T.; Lin, C.P.; Chiu, C.K.; Tang, C.C. Modeling job effectiveness in the context of coming out as a sexual minority: A socio-cognitive model. *Rev. Manag. Sci.* **2015**, *9*, 197–218. [CrossRef]

143. Crenshaw, K. Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. In *Feminist Legal Theories*; Maschke, K., Ed.; Routledge: New York, NJ, USA, 1997; pp. 139–167.

144. Giwa, S.; Colvin, R.A.; Ricciardelli, R.; Warren, A.P. Workplace Experiences of Lesbian and Bisexual Female Police Officers. Royal Newfoundland Constabulary. *Women Crim. Justice* **2022**, *32*, 93–110. [CrossRef]

145. Compton, C.A. Managing Mixed Messages: Sexual Identity Management in a Changing US Workplace. *Manag. Commun. Q.* **2016**, *30*, 415–440. [CrossRef]

146. Felix, B.; Mello, A.; von Borell, D. Voices unspoken? Understanding how gay employees co-construct a climate of voice/silence in organisations. *Int. J. Hum. Res. Manag.* **2018**, *29*, 805–828. [CrossRef]

147. Lo, I.P.Y.; Liu, E.H.; Yu, S.W.K. Family and Work Lives of Lesbians in China: Implications for the Adult Worker Model. *Int. J. Environ. Res. Public Health* **2022**, *19*, 6390. [CrossRef] [PubMed]

148. Wicks, D. The consequences of outness: Gay men's workplace experiences. *Manag. Decis.* **2017**, *55*, 1868–1887. [CrossRef]

149. Periard, D.A.; Yanchus, N.J.; Morris, M.B.; Barnes, T.; Yanovsky, B.; Osatuke, K. LGB and heterosexual federal civilian employee differences in the workplace. *Psychol. Sex. Orientat. Gend. Divers.* **2018**, *5*, 57–71. [CrossRef]

150. Webster, J.R.; Adams, G.A. Stifled from the start: Biased allocation of developmental opportunities and the underrepresentation of lesbian women and gay men in leadership. *Equal. Divers. Incl.* **2023**, *42*, 300–318. [CrossRef]

151. Anand, I.M.; Oberai, H. A Qualitative Study on Overcoming Heterosexist Harassment at Work: Indian Cases. *Indep. J. Manag. Prod.* **2022**, *13*, 384–404. [CrossRef]

152. Martinez, L.R.; Hebl, M.R.; Smith, N.A.; Sabat, I.E. Standing up and speaking out against prejudice toward gay men in the workplace. *J. Vocat. Behav.* **2017**, *103*, 71–85. [CrossRef]

153. Prati, G.; Pietrantoni, L. Coming Out and Job Satisfaction: A Moderated Mediation Model. *Career Dev. Q.* **2014**, *62*, 358–371. [CrossRef]

154. Rennstam, J.; Sullivan, K.R. Peripheral Inclusion Through Informal Silencing and Voice—A Study of LGB Officers in the Swedish Police. *Gend. Work Organ.* **2018**, *25*, 177–194. [CrossRef]

155. Barrantes, R.J.; Eaton, A.A. Sexual Orientation and Leadership Suitability: How Being a Gay Man Affects Perceptions of Fit in Gender-Stereotyped Positions. *Sex Roles* **2018**, *79*, 549–564. [CrossRef]

156. Rabelo, V.C.; Cortina, L.M. Two sides of the same coin: Gender harassment and heterosexist harassment in LGBQ work lives. *Law Hum. Behav.* **2014**, *38*, 378–391. [CrossRef] [PubMed]

157. Fric, K. How does being out at work relate to discrimination and unemployment of gays and lesbians? *J. Labour Mark. Res.* **2019**, *53*, 14. [CrossRef]

158. Rengers, J.M.; Heyse, L.; Wittek, R.P.M.; Otten, S. Interpersonal antecedents to selective disclosure of lesbian and gay identities at work. *Soc. Incl.* **2021**, *9*, 388–398. [CrossRef]

159. Dewaele, A.; Van Houtte, M.; Buysse, A.; Lyubayeva, A.; Trippas, M.; Baeken, A.S. What Predicts Visibility Management at Work? A Study of Gay, Lesbian, and Bisexual Flemish Government Employees. *Psychol. Belg.* **2019**, *59*, 78–95. [CrossRef] [PubMed]

160. Schmader, T.; Sedikides, C. State authenticity as fit to environment: The implications of social identity for fit, authenticity, and self-segregation. *Pers. Soc. Psychol. Rev.* **2018**, *22*, 228–259. [CrossRef]

161. Williams, A.; Thompson, N.; Kandola, B. Sexual Orientation Diversity and Inclusion in the Workplace: A Qualitative Study of LGB Inclusion in a UK Public Sector Organisation. *Qual. Rep.* **2022**, *27*, 1068–1087. [CrossRef]

162. Corrington, A.; Nittrouer, C.L.; Trump-Steele, R.C.E.; Hebl, M. Letting him B: A study on the intersection of gender and sexual orientation in the workplace. *J. Vocat. Behav.* **2018**, *113*, 129–142. [CrossRef]

Int. J. Environ. Res. Public Health **2024**, *21*, 1355

16 of 16

163. Holman, E.G.; Fish, J.N.; Oswald, R.F.; Goldberg, A. Reconsidering the LGBT Climate Inventory: Understanding support and hostility for LGBTQ employees in the workplace. *J. Career Assess.* **2019**, *27*, 544–559. [CrossRef] [PubMed]

164. Holman, E.G. Theoretical Extensions of Minority Stress Theory for Sexual Minority Individuals in the Workplace: A Cross-Contextual Understanding of Minority Stress Processes. *J. Fam. Theory Rev.* **2018**, *10*, 165–180. [CrossRef]

165. Pink-Harper, S.A.; Davis, R.S.; Burnside, R. "Justice for all": An examination of self-identified LGBT job satisfaction in the US federal workforce. *Can. J. Adm. Sci.* **2017**, *34*, 182–197. [CrossRef]

166. Fric, K. Employer tenure in gays, lesbians and their straight counterparts. *Equal. Divers. Incl.* **2021**, *40*, 591–614. [CrossRef]

167. Noronha, E.; Bisht, N.S.; D'Cruz, P. From Fear to Courage: Indian Lesbians' and Gays' Quest for Inclusive Ethical Organizations. *J. Bus. Ethics* **2022**, *177*, 779–797. [CrossRef]

168. Punnakitikashem, P.; Maimun, A.; Rakthin, S. Supportive factors of job and life satisfaction: Empirical evidence from disclosed lesbian, gay, and bisexual (LGB) workforce in Thailand. *J. Manag. Organ.* **2019**, *25*, 711–730. [CrossRef]

169. Holman, E.G. Community climate. In *The SAGE Encyclopedia of LGBTQ Studies*; Goldberg, A.E., Ed.; Sage: Los Angeles, CA, USA, 2016; pp. 252–255.

170. Lloren, A.; Parini, L. How LGBT-Supportive Workplace Policies Shape the Experience of Lesbian, Gay Men, and Bisexual Employees. *Sex. Res. Soc. Policy* **2017**, *14*, 289–299. [CrossRef]

171. Di Marco, D.; Hoel, H.; Arenas, A.; Munduate, L. Workplace Incivility as Modern Sexual Prejudice. *J. Interpers. Violence* **2018**, *33*, 1978–2004. [CrossRef]

172. Likert, R. *The Human Organization: Its Management and Value*; McGraw-Hill: New York, NY, USA, 1967.

173. Schneider, B.; Ehrhart, M.G.; Macey, W.H. Organizational climate and culture. *Annu. Rev. Psychol.* **2013**, *64*, 361–388. [CrossRef]

174. O'Reilly, C.A.; Chatman, J. Culture as social control: Corporations, cults, and commitment. In *Research in Organizational Behavior: An Annual Series of Analytical Essays and Critical Reviews*; Staw, B.M., Cummings, L.L., Eds.; Elsevier /JAI Press: Stamford, CT, USA, 1996; Volume 18, pp. 157–200.

175. Schein, E.H. *Organizational Culture and Leadership*; Jossey-Bass: San Francisco, CA, USA, 2010.

Tab. S1. PRISMA 2020 Checklist

Section and Topic	Item #	Checklist item	Location where item is reported
TITLE			
Title	1	Identify the report as a systematic review.	p.1
ABSTRACT			
Abstract	2	See the PRISMA 2020 for Abstracts checklist.	p.1
INTRODUCTION			
Rationale	3	Describe the rationale for the review in the context of existing knowledge.	p.1-3
Objectives	4	Provide an explicit statement of the objective(s) or question(s) the review addresses.	p.3
METHODS			
Eligibility criteria	5	Specify the inclusion and exclusion criteria for the review and how studies were grouped for the syntheses.	p.3-4
Information sources	6	Specify all databases, registers, websites, organisations, reference lists and other sources searched or consulted to identify studies. Specify the date when each source was last searched or consulted.	p.3
Search strategy	7	Present the full search strategies for all databases, registers and websites, including any filters and limits used.	p.3-4
Selection process	8	Specify the methods used to decide whether a study met the inclusion criteria of the review, including how many reviewers screened each record and each report retrieved, whether they worked independently, and if applicable, details of automation tools used in the process.	p.4
Data collection process	9	Specify the methods used to collect data from reports, including how many reviewers collected data from each report, whether they worked independently, any processes for obtaining or confirming data from study investigators, and if applicable, details of automation tools used in the process.	p.4
Data items	10a	List and define all outcomes for which data were sought. Specify whether all results that were compatible with each outcome domain in each study were sought (e.g. for all measures, time points, analyses), and if not, the methods used to decide which results to collect.	p.4
	10b	List and define all other variables for which data were sought (e.g. participant and intervention characteristics, funding sources). Describe any assumptions made about any missing or unclear information.	p.4
Study risk of bias assessment	11	Specify the methods used to assess risk of bias in the included studies, including details of the tool(s) used, how many reviewers assessed each study and whether they worked independently, and if applicable, details of automation tools used in the process.	p.4
Effect measures	12	Specify for each outcome the effect measure(s) (e.g. risk ratio, mean difference) used in the synthesis or presentation of results.	NA
Synthesis methods	13a	Describe the processes used to decide which studies were eligible for each synthesis (e.g. tabulating the study intervention characteristics and comparing against the planned groups for each synthesis (item #5)).	p.3-4
	13b	Describe any methods required to prepare the data for presentation or synthesis, such as handling of missing summary statistics, or data conversions.	.p.3-4
	13c	Describe any methods used to tabulate or visually display results of individual studies and syntheses.	p. 4
	13d	Describe any methods used to synthesize results and provide a rationale for the choice(s). If meta-analysis was performed, describe the model(s), method(s) to identify the presence and extent of statistical heterogeneity, and software package(s) used.	p.4
	13e	Describe any methods used to explore possible causes of heterogeneity among study results (e.g. subgroup analysis, meta-regression).	p.4
	13f	Describe any sensitivity analyses conducted to assess robustness of the synthesized results.	p.4
Reporting bias assessment	14	Describe any methods used to assess risk of bias due to missing results in a synthesis (arising from reporting biases).	p.4
Certainty assessment	15	Describe any methods used to assess certainty (or confidence) in the body of evidence for an outcome.	p.4
RESULTS			
Study selection	16a	Describe the results of the search and selection process, from the number of records identified in the search to the number of studies included in the review, ideally using a flow diagram.	p.4

Tab. S1. PRISMA 2020 Checklist

Section and Topic	Item #	Checklist item	Location where item is reported
	16b	Cite studies that might appear to meet the inclusion criteria, but which were excluded, and explain why they were excluded.	Figure 1
Study characteristics	17	Cite each included study and present its characteristics.	p. 5-12
Risk of bias in studies	18	Present assessments of risk of bias for each included study.	p.4
Results of individual studies	19	For all outcomes, present, for each study: (a) summary statistics for each group (where appropriate) and (b) an effect estimate and its precision (e.g. confidence/credible interval), ideally using structured tables or plots.	Supplementary Tables
Results of syntheses	20a	For each synthesis, briefly summarise the characteristics and risk of bias among contributing studies.	p. 5-16
	20b	Present results of all statistical syntheses conducted. If meta-analysis was done, present for each the summary estimate and its precision (e.g. confidence/credible interval) and measures of statistical heterogeneity. If comparing groups, describe the direction of the effect.	NA
	20c	Present results of all investigations of possible causes of heterogeneity among study results.	NA
	20d	Present results of all sensitivity analyses conducted to assess the robustness of the synthesized results.	p.4
Reporting biases	21	Present assessments of risk of bias due to missing results (arising from reporting biases) for each synthesis assessed.	Limitation section
Certainty of evidence	22	Present assessments of certainty (or confidence) in the body of evidence for each outcome assessed.	NA
DISCUSSION			
Discussion	23a	Provide a general interpretation of the results in the context of other evidence.	p. 8-10
	23b	Discuss any limitations of the evidence included in the review.	p.8-10
	23c	Discuss any limitations of the review processes used.	p. 9
	23d	Discuss implications of the results for practice, policy, and future research.	p. 10
OTHER INFORMATION			
Registration and protocol	24a	Provide registration information for the review, including register name and registration number, or state that the review was not registered.	p.3
	24b	Indicate where the review protocol can be accessed, or state that a protocol was not prepared.	p.3
	24c	Describe and explain any amendments to information provided at registration or in the protocol.	p.3
Support	25	Describe sources of financial or non-financial support for the review, and the role of the funders or sponsors in the review.	NA
Competing interests	26	Declare any competing interests of review authors.	p. 10
Availability of data, code and other materials	27	Report which of the following are publicly available and where they can be found: template data collection forms; data extracted from included studies; data used for all analyses; analytic code; any other materials used in the review.	p.3-4

Tab. S2. Studies included in the systematic review

SN	AUTHOR (OR FIRST AUTHOR)	YEAR	COUNTRY	GENERAL THEME	WORK FIELD	POPULATION	RESEARCH DESIGN	ANALYSIS
1	**Achyldurdyyeva**	2021	Taiwan	Individuals' employment environment	Finance/insurance, manufacturing, electronics, services, informatics, communication, construction, real estate, food, chemical, iron, steel	N = 2.171: all self-identified as homosexual and/or bisexual	Cross-sectional Convenience sample	Quali-quantitative
2	**Alden**	2020	Sweden	Sexual orientation and job satisfaction	Manufacturing, construction, trade, information, communication, transport/warehousing, finance/insurance/business, public administration, law, technology, education, health care, social services, and others (n.s.)	N = 2.504: 703 gay men, 626 lesbian women, 549 heterosexual men, 626 heterosexual women	Cross-sectional Representative sample	Quantitative
3	**Anand**	2022	India	Heterosexist harassment at work	Marketing, management, tourism	N = 6: 2 gay men, 4 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
4	**Austin**	2021	U.S.A.	Masculine gender norms and adverse workplace safety outcomes	Manufacturing, retail, construction, finance, insurance, and others (n.s.)	N = 904: 215 homosexual, 689 heterosexual	Longitudinal Stratified sample	Quantitative
5	**Baker**	2017	U.S.A.	Experiences of workplace dignity	Education, mechanics, finance, waiting, hospitality, social work, amusement parks, police, restoration, law, arts, music, marketing, informatics, military forces, consulting, real estate, sales, and others (n.s.)	N = 36: 27 gay men, 9 self-identified as queer women, bisexual, lesbian woman, gay woman, queer, pansexual, transgender	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
6	**Barnard**	2022	U.K.	Negotiation of sexual identities at work	Construction	N = 25 Interviews: 1 transgender man, 2 transgender women, 1 bisexual cisgender woman, 8 cisgender men self-identified as gay, and 5 cisgender women self-identified as lesbians. Focus groups: 1 transgender woman, 1 bisexual cisgender woman, 5 cisgender men who identify as gay, and 1 cisgender woman self-identified as lesbian	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
7	**Barrantes**	2018	U.S.A.	Sexual orientation and leadership suitability	Management	N = 401: all self-identified as gay, gay and out, gay and closeted, heterosexual	Cross-sectional Convenience sample	Quantitative
8	**Beatriz**	2022	Portugal	Employees' workplace experiences	n.s.	N = 63: 25 gay/lesbian, 17 bisexual, 4 pansexual, 1 queer, 1 asexual, 1 transgender, and 1 non-binary (28 cisgender men, 23 cisgender women, 5 non-binary, 2 transgender women)	Cross-sectional Convenience sample	Quasi-qualitative

9	**Blanck**	2020	U.S.A.	Employees' workplace accommodations	Law	N = 2740: 17% self-identified as LGBQ	Cross-sectional Convenience sample	Quali-quantitative
10	**Bonaventura**	2016	U.S.A.	Disclosure of sexual orientation at work	n.s.	N = 500: all self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
11	**Bryson**	2017	U.K.	Wage differences	Economy (all sectors)	N = 21.981 participants (19.741 respondents): 331 heterosexual or straight, 331 gay/lesbian, 123 bisexual, 80 other, and 803 prefer not to say	Cross-sectional Representative sample	Quantitative
12	**Capell**	2018	EU - Israel - U.S.A. - Latin America	Trust embedded in organizational practices	n.s.	N = 431: 250 gay men, 139 lesbian women, 31 bisexual, 6 queer, and 5 transgender (258 men, 155 women, and 42 other)	Cross-sectional Convenience sample	Quantitative
13	**Cech**	2020	U.S.A.	Workplace inequality	Federal services	N = 330.414: 11.094 self-identified as LGBT	Cross-sectional Representative sample	Quantitative
14	**Cech**	2022	U.S.A.	Marginalization and devaluation at work	Science, Technology, Engineering, and Math (STEM)	N = 14.434: 594 self-identified as LGBTQ	Cross-sectional Convenience sample	Quali-quantitative
15	**Chen**	2020	U.S.A.	School climate and professional commitment	Psychological health care	N = 88: 19 gay men, 28 lesbian women, 26 bisexual, 2 transgender, 10 queer, and 3 questioning (19 men, 66 women)	Cross-sectional Convenience sample	Quantitative
16	**Clark**	2022	U.S.A.	Workplace inclusion	Federal services	N = 901.346: 28.736 self-identified as LGBT	Cross sectional Representative sample	Quantitative
17	**Collins**	2018	U.S.A.	Disclosure and employees' engagement	Law enforcement services	N = 12: all self-identified as gay men	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
18	**Compton**	2016	U.S.A.	Sexual identity management at work	Sales, government, retail, chaplaincy, federal services, management, restoration, and others (n.s.)	N = 20: 8 gay men, 12 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
19	**Compton**	2017	U.S.A.	Co-sexuality at work	Media, informatics, technical, education, library, management, restoration, arts, and others (n.s.)	N = 30: 15 heterosexual 7 bisexual, 4 pansexual, 2 homosexual, 1 heteroflexible, and 1 pansexual (11 male, 1 cisgender male, 12 female, 4 women, 1 transgender woman, and 1 cisgender tomboy)	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
20	**Connell**	2021	U.K.	Career experiences	Clergy	N = 6: all self-identified as LGB	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
21	**Corlett**	2021	Ecuador - Spain	Employees' workplace experiences	n.s.	N = 30: 14 gay men, 15 lesbian women, and 1 bisexual	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
22	**Day**	2022	U.S.A.	Workplace bulling and PTSD	n.s.	N = 840: 155 gay men, 100 lesbian women, 57 bisexual men, 108 bisexual women, 93 heterosexual men, and 327 heterosexual women	Cross-sectional Convenience sample	Quantitative
23	**del Rio**	2019	U.S.A.	Occupational segregation	Law, health care, police, security services, media, art, education/training, social services, community services, human resources, social work,	N = 7.000.000: 25.874 gay men, 27.158 lesbian women	Cross-sectional Representative sample	Quantitative

						design, waiting, hairstyling, cosmetics, psychological care, science, public relations, transportation/travel, and others (n.s.)		
24	**Dewaele**	2019	Netherlands	Visibility management at work	Government	N = 4.239: 88.2% heterosexual, 267 (6.3%) gay/lesbian, 1.8% bisexual, 0.5% do not know, and 3.2% do not want to answer	Cross-sectional Convenience sample	Quantitative
25	**Dhanani**	2022	U.S.A.	Sexual identity management at work	Education, health care, retail, and others (n.s.)	N = 308: 139 (45,1%) gay/lesbian, 46,4% bisexual, 7,5% pansexual, and 1% queer (90.9% cisgender)	Cross-sectional Convenience sample	Quantitative
26	**Di Marco**	2018	Spain	Workplace incivility and sexual prejudices	Education, accounting/finance, civil engineering, communication, public sector, marketing/advertising, health care, charity, media/culture	N = 39: 15 gay men, 24 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
27	**Donaghy**	2022	Australia	Workplace well-being	n.s.	N = 5.270: 3415 (64.8%) gay/lesbian, 21.2% bisexual, 5.8% pansexual, 4.9% queer, 2.1% asexual, 0.6% straight, and 0.5% other (42.2% cisgender men, 42.2% cisgender women, 1.5% transgender men, 2% transgender women, 3.5% non-binary, 0.5% agender, and 0.8% other gender identity)	Cross-sectional Convenience sample	Quantitative
28	**Einarsdóttir**	2016	U.K.	(Dis)embodied disclosure of sexual identities at work	Royal Navy, high security prison, NHS trust, international retailer, national charity, financial services	N = 50: 25 self-identified as LGB men and 25 self-identified as LGB women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
29	**Fahie**	2016	Ireland	Personal and professional security at work	Education	N = 23: 11 gay men, 11 lesbian women, and 1 bisexual woman	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
30	**Federman**	2017	U.S.A.	Sexual orientation, gender identity, and perceptions of personal safety and security, job satisfaction, and diversity issues	Federal services	N = 376.577: percentage of LGBT n.s.	Cross-sectional Convenience sample	Quantitative
31	**Felix**	2018	Brazil	Co-construction of a climate of voice/silence in organizations	Technology, entertainment, health care, consumer products, advertising, manufacturing, banking, construction, hospitality, mining, education, transportation, utilities, chemicals	N = 65: all self-identified as gay men	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
32	**Ferfolia**	2015	Australia	Employees' workplace experiences	Education	N = 158: 69 gay men, 89 lesbian women	Cross-sectional Convenience sample	Quali-quantitative
33	**Fletcher**	2021	U.K.	Supportive practice and employees' life satisfaction	Education, professional occupations, and others (n.s.)	N = 150: 90 (60%) gay men, 27 (18%) lesbian women, 9% bisexual, 8% other minority sexual identity, and 5% heterosexual	Longitudinal Convenience sample	Quantitative

34	**Fric**	2019	27 EU Member States - Croatia	Being out at work, discrimination, and unemployment	n.s.	N = 93.079: 59.490 gay men, 16.170 lesbian women	Cross-sectional Convenience sample	Quantitative
35	**Fric**	2021	Belgium - France - Germany - Ireland - Luxembourg - Netherlands - Poland - Slovenia	Employees' tenure	Elementary occupations, operators/assemblers, craft, agriculture, services/sales, clerks, technical, professionals, management, armed forces	N = 2.296.435: 9392 gay men, 8367 lesbian women	Cross-sectional Convenience sample	Quantitative
36	**Gacilo**	2018	North America - Western Europe - Australia - New Zealand - South Africa - Thailand - Jordan - Indonesia - Philippines	Discrimination and perceived career advantages	Media, art, security services, nurse, non-profit agencies, social work, hospitality, consulting, health care, and others (n.s.)	N = 150: 86% gay/lesbian, 11% bisexual, 3% straight, and 6% transgender	Cross-sectional Convenience sample	Quali-quantitative
37	**Gardner**	2022	U.S.A.	Authenticity and psychological safety at work	n.s.	N = 216: 186 (53,7%) gay men, 32 (14,8%) lesbian women, 31,5% bisexual, and 5% non-binary	Cross-sectional Convenience sample	Quantitative
38	**Gates**	2013	U.S.A.	Workplace stigma-related experiences	n.s.	N = 460: 215 self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
39	**Gates**	2014	U.S.A.	Outness at work and stigma consciousness	Management, community services, social services, sales and others (n.s.)	N = 215: 120 gay men, 2 transgender, and 94 other	Cross-sectional Convenience sample	Quantitative
40	**Gates**	2019	U.S.A.	Sexual orientation and friendship in workplace empowerment	Social work	N = 204: 54 self-identified as LGB	Cross-sectional Convenience sample	Quantitative
41	**Giwa**	2022	Canada	Employees' workplace experiences	Police	N = 3: 2 lesbian women, 1 bisexual woman	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
42	**Goetz**	2020	Germany	Outing at work	Social work	N = 189: 57 (30%) gay men, 132 (70%) lesbian women	Cross-sectional Convenience sample	Quantitative
43	**Green**	2021	U.S.A.	Group perception of acceptance of racial/ethnic, sexual, and gender differences	Military forces	N = 544: 248 self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
44	**Hastings**	2021	U.S.A.	Interactional constructor of "closet"	Health care, education, social work, risk services, retail, hospitality, government, activist, banking/finance, theatre, law	N = 35: 13 gay men, 7 lesbian women, 5 bisexual, 1 bisexual queer, 2 transgender men, 2 transgender women, 1 queer, 2 queer lesbian, 1 queer gay, and 1 transgender queer	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
45	**Hatton**	2019	U.K.	Intersectional view of the self	LGBT voluntary organizations, military forces, social work	N = 15: cisgender women self-identified as lesbian, gay, bisexual or queer	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
46	**Henderson**	2018	U.S.A.	Sexuality-professional identity integration and leadership	Retail/sales, consulting, insurance, social work, technological support, education, and others (n.s.)	N = 135: 89 homosexual, 32 bisexual, and 12 non heterosexual	Cross-sectional Convenience sample	Quantitative
47	**Holman**	2019	U.S.A.	Organizational climate, support, and hostility	n.s.	N = 442 participants Subsample 1, N = 343: 108 (31.5%) gay men, 145 (42.3%) lesbian women, 15.7% bisexual, and 10.5% queer/pansexual.	Cross-sectional Convenience sample	Quantitative

						Subsample 2, N = 99: 67 (67.35 %) exclusively gay/homosexual, 25 (25.51%) predominantly gay/homosexual, and 7.14% equally gay/homosexual and straight/heterosexual		
48	**Holman**	2019	U.S.A.	Minority stressors at work and same-sex relationship	Social work, technical, accounting, and others (n.s.)	N = 6: all self-identified as lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
49	**Holman**	2022	U.S.A.	Workplace climate and identity centrality	n.s.	N = 319: 102 (32%) gay men, 134 (42%) lesbian women, 17,3% bisexual, and 9% queer or pansexual	Cross-sectional Convenience sample	Quantitative
50	**Hur**	2020	U.S.A.	Inclusive work practices and employees' satisfaction and commitment	Federal services	N = 421.748: 6.444 self-identified as LGBT	Cross-sectional Representative sample	Quantitative
51	**Jepsen**	2017	U.S.A.	Self-employment, earnings, and sexual orientation	Self-employment	N = 302.432: 67.581 gay men, 53.703 lesbian women	Cross-sectional Representative sample	Quantitative
52	**Jiang**	2019	China	Workplace climate, self-concealment, and self-acceptance	n.s.	N = 315s: 137 gay men, 121 lesbian women, and 57 bisexual	Cross-sectional Convenience sample	Quantitative
53	**Jin**	2016	U.S.A.	Employees' engagement and job satisfaction	Federal services	N = 687,687: 13.599 self-identified as LGBT, 65.562 prefer not to identify as LGBT, and 78.686 missing	Cross-sectional Representative sample	Quantitative
54	**Johnson**	2021	U.S.A.	Gender pronouns and organizational identity-safety cue	n.s.	N = 445 Study 1, N = 106: 42 homosexual, 62 bisexual, 1 pansexual, and 1queer (5 transgender) Study 2, N = 172: 30 homosexual, 98 bisexual, 15 heterosexual, 14 asexual, 7 pansexual, 5 queer, and 3 other (98 transgender, 70 non-binary, 37 men, 30 women, 17 genderfluid, 14 agender, and 4 other) Study 3, N = 167: 27 homosexual, 70 bisexual, 19 heterosexual, 13 asexual, 15 pansexual, 11 queer, and 12 two or more (125 transgender, 70 non-binary, 42 men, 24 women, 8 genderfluid, 12 agender, and 11 other)	Experimental design Convenience sampling	Quantitative
55	**Jones**	2015	U.K.	Experiences of workplace discrimination	Police	N = 836: all self-identified as LGB	Cross-sectional Representative sample	Quantitative
56	**Jones**	2022	U.S.A.	Employees' workplace experiences	Health care, prevention	N = 28: all self-identified as gay men	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
57	**Kattari**	2016	U.S.A.	Housing and employment discrimination	n.s.	N = 3.838: 2.039 gay men, 1.155 lesbian women, 336 bisexual, 295 queer, 166 transgender or gender variant	Cross-sectional Representative sample	Quantitative
58	**Katz-Wise**	2022	U.S.A.	Experiences and perceptions of the workplace climate	Health care	N = 791: 20% self-identified as LGBQ or other	Cross-sectional Convenience sample	Quantitative

						non-heterosexual orientation		
59	**Kerrigan**	2020	Ireland	Sexual identity in media work	Media	N = 10: all self-identified as LGBT	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
60	**Kim**	2019	U.S.A.	Work-Family conflict	n.s.	N = 295: 101 gay/lesbian, 144 bisexual, 17 mostly gay/lesbian, 6 other sexual orientation, 13 mostly heterosexual, and 4 asexual (179 cisgender women, 90 cisgender men, 9 transgender men, 7 gender queer, 6 transgender women, 4 other gender)	Cross-sectional Convenience sample	Quantitative
61	**King**	2017	U.S.A.	Employees' workplace experiences	n.s.	N = 61: 38 gay men, 17 lesbian women, 5 bisexual women, and 1 transgender bisexual woman	Longitudinal Convenience sample	Quantitative
62	**Klare**	2021	U.S.A.	Sexual identity, psychosocial factors, organizational differences, and intentions-to-quit	Health care, retail, sales, finance, education, government, manufacturing, transportation	N = 1.188: 1.021 heterosexuals, 167 sexual minorities	Cross-sectional Convenience sample	Quantitative
63	**Kollen**	2015	Germany	Management of sexual orientation at work	n.s.	N = 1.308: 471 gay men, 824 lesbian women, and 13 heterosexual and bisexual (excluded by the study)	Cross-sectional Convenience sample	Quantitative
64	**Kuyper**	2015	Holland	Employees' workplace experiences	Services, industry/ production, education, government, health care, welfare, and others (n.s.)	N = 9.417: 4.007 heterosexual men, 90 bisexual men, 118 gay men, 4.888 heterosexual women, 202 bisexual women, and 112 lesbian women	Cross-sectional Representative sample	Quantitative
65	**Laurent**	2017	France	Sexual orientation, unemployment, and participation	Industry/services, private sector, public sector, and others (n.s.)	N = 106.751: 106.342 heterosexual men, 409 gay men	Cross-sectional Representative sample	Quantitative
66	**Lee**	2019	U.S.A.	Workplace discriminations	n.s.	N = 124: 94 (75.8%) gay men or lesbian women, 23.4% bisexual (92.7% cisgender, 1.6% transgender, and 4.8% other gender)	Cross-sectional Convenience sample	Quantitative
67	**Lent**	2012	U.S.A.	Sexual identity management at work	n.s.	N = 534 Study 1, N = 214: 165 self-identified as gay/lesbian Study 2, N = 320: 142 gay men, 56 lesbian women, 88 bisexuals, and 34 pansexual (151 cisgender men, 137 cisgender women, 9 transgender men, 10 trans women, and 13 other identity)	Cross-sectional Convenience sample	Quantitative
68	**Lewis**	2016	Canada - U.S.A.	Labor migration and uneven landscapes of work	Social work, law, government, food services, education, non-profit agencies, scientific research, civil services, LGBT	N = 48: all self-identified as gay men	Cross-sectional Convenience/purposive/theory-based sample	Qualitative

						professional organizations, and others (n.s.)		
69	Lewis	2022	U.S:	Sexual orientation and organizational justice	Federal services	N = 42.000: all self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
70	Lim	2018	Singapore	Interdependence and discrimination at work	Banking/finance/insurance, information technology, legal services, consulting, mining/oil/gas	N = 333 Study 1, N = 113: all self-identified as LGBT Study 2, N = 220: all self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
71	Lloren	2017	Swizerland	Supportive workplace polices	n.s.	N = 952: 485 gay men, 369 lesbians, 66 bisexual women, and 32 bisexual men	Cross-sectional Convenience sample	Quantitative
72	Lo	2022	China	Family and work lives	Design, information technology, media, NGOs	N = 29: all self-identified as lesbian women 2 lesbian chat community	Cross-sectional Convenience sample	Quali-quantitative
73	Machado	2022	Portugal	Diversity management at work	Restoration, education, engineer, administrative, health care, quality control, graphic, technical, consulting, travel, management, communication, fashion	N = 21: 12 gay men, 9 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
74	Markovic	2022	Austria	Workplace characteristics and outness	n.s.	N = 1.177: 471 gay men, 337 lesbian women, 221 bisexual, 88 transgender and intersex, and 60 other sexual and gender identity	Cross-sectional Convenience sample	Quantitative
75	Martell	2018	U.S.A.	Employees' independence and discrimination	Management/professional, service, sales/office, construction/maintenance, production/transportation	N = 500.000: 5.598 gay men	Cross-sectional Representative sample	Quantitative
76	Martinez	2017	U.S.A.	Standing up and speaking out against prejudice	n.s.	N = 347: 80% heterosexual, 55 (16%) gay/lesbian, 3% bisexual, and 1% asexual	Cross-sectional Convenience sample	Quali-quantitative
77	McFadden	2018	Ireland	Employee's networks and stigmatization	Business, education, civil services	N = 29: 16 gay men, 11 lesbian women, 1 bisexual woman, and 1 bisexual gender queer	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
78	McNamara	2021	U.S.A.	Employees' disengagement and attrition	Military forces	N = 544: 248 self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
79	Melton	2014	U.S.A.	Employees' workplace experiences	Sport	N = 9: 4 gay men, 4 lesbian women, and 1 bisexual	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
80	Mennicke	2018	U.S.A.	Employees' workplace experiences	Criminal justice	N = 16: 9 gay men, 7 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
81	Miao	2021	China	Employees' workplace experiences	Social apps development	N = 32: all self-identified as gay men	Longitudinal Convenience/purposive/theory-based sample	Qualitative
82	Mills	2021	Canada	Customer abuse and aggression	n.s.	N = 723: all self-identified as LGBT	Cross-sectional Convenience sample	Quali-quantitative
83	Miner	2018	U.S.A.	Workplace heterosexism	Restoration	N = 536: 21 completely homosexual, lesbian or gay, 9 mostly homosexual lesbian or gay, and 434 completely heterosexual	Cross-sectional Convenience sample	Quantitative
84	Mishel	2020	U.S.A.	Occupational context and stereotypes	n.s.	N = 6.233: percentage of LGBT n.s.	Experimental design Convenience sample	Quantitative

85	Mitchell	2017	U.S.A.	Employees' health risks	n.s.	N = 77.968: 1952 gay/lesbian, 432 bisexual	Longitudinal Convenience sample	Quantitative
86	Mizzi	2013	Kosovo	Heteroprofessionalism at work	Humanitarian aid	N = 8: all self-identified as gay men	Cross-sectional Convenience sample	Qualitative
87	Mizzi	2022	Canada - U.S.A.	Inclusive workplace	Education	N = 15: 7 cisgender gay men, 2 cisgender lesbian women, 2 transgender queer, 1 non-binary queer, 1 cisgender pansexual man, 1 cisgender pansexual or bisexual woman, and 1 cisgender bisexual man	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
88	Mohr	2019	U.S.A.	Revelation and concealment of sexual identity at work	n.s.	N = 61: 38 gay men, 17 lesbian women, and 6 bisexual	Longitudinal Convenience sample	Quantitative
89	Moya	2020	Spain	Discrimination, work stress, and psychological well-being	n.s.	N = 366: 137 heterosexual, 134 gay men, 61 lesbian women, and 34 bisexual	Cross-sectional Convenience sample	Quantitative
90	Nixon	2022	U.K.	Employees' workplace experiences	Prison officer	N = 1: self-identified as lesbian woman	Cross-sectional Single case	Qualitative
91	Noronha	2022	India	Inclusive ethical organizations	n.s.	N = 35: 24 gay men, 11 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
92	Nowack	2020	U.S.A.	Employees' and organizational value discrepancies	Management, business, finance, and others (n.s.)	N = 180: 77% heterosexual, 14 (8%) gay/lesbian, 13% bisexual, and 2% other (53% cisgender men, 46% cisgender women, and 1% non-binary)	Cross-sectional Convenience sample	Quantitative
93	O'Brien	2020	Ireland	Roles and routines of media production	Television, film production	N = 10: all self-identified as gay/lesbian	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
94	Ortega	2020	Argentina	Perceptions of anticipated stigma	Health care	N = 32: 16 gay men, 16 lesbian women	Cross-sectional Convenience sample	Quali-quantitative
95	Orzechowicz	2016	U.S.A.	Gay-friendly and post-closeted work	Park entertainment worker	n.s.	Longitudinal Single case	Qualitative
96	Owens	2022	Canada	Work-related stressors and mental health	Mining, manufacturing, transportation, agriculture, construction, finance, administration, information, management, real estate, education, health, public administration, food service, retail, arts/entertainment, and others (n.s.)	N = 531: all self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
97	Papadaki	2021	Greece	Microaggressions at work	Social work	N = 10: 4 cisgender gay men, 3 cisgender lesbian women, and 3 cisgender bisexual	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
98	Papadaki	2021	Greece	Employees' visibility management at work	Social work	N = 10: 4 cisgender gay men, 3 cisgender lesbian women, and 3 cisgender bisexual	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
99	Perales	2022	Australia	Improvement of employees' well-being	Government, private sector and others (n.s.)	N = 31.277: 5.538 self-identified as LGBTQ+	Cross-sectional Convenience sample	Quantitative
100	Periard	2018	U.S.A.	Employee's differences at work	Federal services	N = 4029 Study 1, N = 2.014: 1917 gay men, 1462 lesbian women	Cross-sectional Convenience sample	Quali-quantitative

						Study 2, N = 2.015: 2067 gay men, 1619 lesbian women		
101	**Pink-Harper**	2017	U.S.A.	Employees' job satisfaction	Federal services	N = 392.752: 9.855 self-identified as LG (5.518 male, 4.054 female)	Cross-sectional Convenience sample	Quantitative
102	**Prati**	2014	Italy	Coming out and job satisfaction	Education, business, food services, health care, arts, travel	N = 1.460: 1.003 gay men, 343 lesbian women, 49 bisexual men, and 65 bisexual women	Cross-sectional Convenience sample	Quantitative
103	**Priola**	2014	Italy	Discrimination in "inclusive organizations"	Social work	N = 20: all self-identified as LGBT	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
104	**Priola**	2018	Italy	Sexual "inclusive exclusion" at work	Social work	N = 20: all self-identified as LGBT	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
105	**Punnakitikashem**	2019	Thailand	Supportive factors of job and life satisfaction	Operational/management in private/public/voluntary sectors	N = 144: 98 (68.1%) gay men, 25 (17.4%) lesbian women, and 14.5% bisexual (74.31 male, 25.69% female)	Cross-sectional Convenience sample	Quantitative
106	**Rabelo**	2014	U.S.A.	Gender harassment and heterosexist harassment	University staff	N = 212: 126 (59.7%) completely homosexual, lesbian or gay, 60 (28.4%) mostly homosexual, lesbian or gay, and 11.9% bisexual	Cross-sectional Convenience sample	Quantitative
107	**Rengers**	2019	Netherlands	Workplace inclusion	Humanitarian aid	N = 11: 4 gay men, 7 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
108	**Rengers**	2021	Netherlands	Interpersonal antecedents of selective identity disclosure in the workplace	Logistic	N = 9: 7 gay men, 2 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
109	**Rennstam**	2018	Sweden	Peripheral inclusion through informal silencing and voice	Police	N = 18: 10 gay men, 8 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
110	**Resnick**	2019	U.S.A.	Microaggressions at work	Education, library, public sector, technology, health care, business, social service	N = 644: 197 (30.6%) gay men, 193 (30%) lesbian women, 16.9% queer, 10.6% bisexual, 6.7% pansexual, 1.9% heterosexual, 1.1% asexual, 0.9% fluid, 1.4% none of the above	Cross-sectional Convenience sample	Quantitative
111	**Rivero-Diaz**	2021	Spain	Workplace climate	Management, commerce and services, scientific/intellectual, technical, cleaning, laborer, primary sector and factory operatives, secretarial	N = 587: 291 (49.6%) gay men, 155 (26.4%) lesbian women, 23.3% bisexual, and 5.1% transgender	Cross-sectional Convenience sample	Quantitative
112	**Roscigno**	2019	U.S.A.	Discrimination, sexual harassment, and workplace power	Manufacturing, transportation, construction, communication, law, banking, insurance, retail, restaurants, personal services, federal and/or government	N = 6.000: percentage of LGBT n.s.	Cross-sectional Representative sample	Quantitative
113	**Sabharwal**	2019	U.S.A.	Employees' turnover intentions	Federal services	N = 421.748: 34.5% self-identified as sexual minorities	Cross-sectional Representative sample	Quantitative

114	**Sawyer**	2017	U.S.A.	Work-Family conflict	Education, business, retail, pharmaceuticals, manufacturing, management and others (n.s.)	N = 53: 14 gay men, 26 lesbian women, 11 bisexual, and 2 not identified with a category	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
115	**Senreich**	2020	U.S.A.	Health, wellness, and employees' workplace experiences	Social work	N = 6.112: percentage of LGBT n.s.	Cross-sectional Convenience sample	Quantitative
116	**Singh**	2020	U.S.A.	Work stress and acceptance and commitment therapy	Arts, design, entertainment, sports, media, physical/social science, education/training/library, sales, office/administrative support	N = 8: 3 gay/lesbian, 1 pansexual, 2 asexual, 1 queer, and 1 sexually fluid (4 males,3 females, and 1 gender queer)	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
117	**Smith**	2017	Australia	Heterosexist workplace discrimination	n.s.	N = 367: all self-identified as LGBT	Cross-sectional Convenience sample	Quantitative
118	**Smith**	2020	Australia	Psychological ownership and working theory	Office work, law, accounting, education, management, and others (n.s.)	N = 240: 27 (11.3%) gay men, 28 (11.7%) lesbian women, 58.3% bisexual, 9.2% queer, and 9.6% additional sexual identity not listed (25% male, 63.3% female, 20.4% cisgender, 7.1% transgender, and 9.2% agender, gender non-conforming, non-binary)	Longitudinal Convenience sample	Quantitative
119	**Soini**	2023	Finland	Employees' sexual identity work online	n.s.	Netnographic study on 24 discussion threads from 2 online forums (296 pages)	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
120	**Spendler**	2023	Germany	Personality factors and disclosure of sexual orientation at work	n.s.	N = 372: 230 homosexual, 104 bisexual, 3 polysexual, 19 pansexual, 10 asexual, and 6 other (43.8% male, 52.7% female, and 3.5% other)	Cross-sectional Convenience sample	Quantitative
121	**Stavrou**	2021	U.K.	Employees' sexual orientation, perceived supervisory support, and job satisfaction	Private and non-profit organization	N = 21.981: percentage of LGBT n.s.	Cross-sectional Representative sample	Quantitative
122	**Stenger**	2018	France	Concealment and disclosure of sexual identities at work	Audit	N = 38: 12 gay men, 6 lesbian women, 11 heterosexual men, and 9 heterosexual women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
123	**Tatum**	2018	U.S.A.	Workplace climate and job satisfaction	n.s.	N = 214: 164 (76.6%) gay/lesbian, 15.9% bisexual, and 7.5 other (60.3% male, 36% female, 2.8% genderqueer, non-binary, etc., and 0.9% transgender)	Cross-sectional Convenience sample	Quantitative
124	**Thuillier**	2022	France	Perceived workplace discriminations and disclosure at work	n.s.	N = 234: percentage of LGBT n.s.	Cross-sectional Convenience sample	Quantitative
125	**Tilcsik**	2015	U.S.A.	Concealable stigma and occupational segregation	Psychological health care/health care, law, education, management/training, technical, informatics, mortician/funeral, arts/media, urbanistic, sociology,	N = 4.900.000: 30.343 self-identified as gay/lesbian	Cross-sectional Representative sample and convenience sample	Quantitative

					engineering, transport/travel, cosmetics/hairstyle			
126	**Trau**	2015	U.S.A. - Australia	Discriminatory climate perceptions, intraorganizational developmental networks, psychosocial support, and job and career attitudes	n.s.	N = 1.179: 803 (68%) gay men, 377 (32%) lesbian women	Cross-sectional Convenience sample	Quantitative
127	**Tsai**	2015	Taiwan	Job effectiveness and coming out	Management/supervision, manufacture, services, non-profit, and others (n.s.)	N = 319: 212 (66.5%) gay men, 107 (33.5%) lesbian women	Cross-sectional Convenience sample	Quantitative
128	**Tshisa**	2021	Africa	Discrimination challenges and employees' psychological well-being	n.s.	N = 9: 2 transgender women self-identified as heterosexual, 7 homosexual and/or bisexual, 5 queer, and 4 refrained from revealing their sexual identity	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
129	**Tshisa**	2022	Africa	Employees' emotional well-being	Education, chemical, food/beverage	N = 9: 4 gay males, 1 lesbian females, 1 bisexual male, 1 bisexual female, 2 heterosexual females self-identified as transgender	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
130	**Ueno**	2020	U.S.A.	Workplace acceptance	Transportation/communication, retail/trade, finance, services, public administration	N = 50: 16 gay men, 10 lesbian women, 7 bisexuals, 13 queer, 3 unlabeled, and 1 other (22 males, 26 females, and 1 non-binary)	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
131	**Van Laer**	2018	Belgium	Co-workers and (homo)sexuality at work	Administrative/finance/economy, sales/commerce, travel, hairdressing, engineering, education, restoration, management	N = 31: 21 gay men, 10 lesbian women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
132	**Velez**	2013	U.S.A.	Workplace contexts and minority stress	n.s.	N = 326: 104 (62%) gay/lesbian, 22% bisexual, 13% mostly gay/lesbian, and 3% other minority orientation (53% women, 43% men, 2% transgender women, 2% other gender, and 0.9% transgender men)	Cross-sectional Convenience sample	Quantitative
133	**Viehl**	2017	U.S.A.	Employees' burnout	Mental health	N = 84: 68 (80.7%) gay/lesbian, 11.7% bisexual, and 7.6% queer (48.7% women, 42.9% men, and 8.4% transgender/queer)	Cross-sectional Convenience sample	Quantitative
134	**Wang**	2022	U.K.	Job-related well-being	n.s.	N = 447: 203 gay men, 125 lesbian women, and 119 bisexual	Cross-sectional Convenience sample	Quali-quantitative
135	**Webster**	2022	U.S.A.	Biased allocation of developmental opportunities	n.s.	N = 273: 30 (10.9%) homosexual, 10.9% preferred not to say	Cross-sectional Convenience sample	Quantitative
136	**Weng**	2023	U.S.A.	Geopolitical liberalism, stakeholders, and employees' firms' support	n.s.	N = 500: percentage of LGBT n.s.	Cross-sectional Convenience sample	Quantitative
137	**Wessell**	2017	U.S.A.	Sexual orientations disclosure and concealment at work	Education, finance, health care, services, retail, and others (n.s.)	N = 371: 125 self-identified as LGB	Cross-sectional Convenience sample	Quantitative
138	**Wicks**	2017	Canada	Outness at work	Education, finance, health care, armed forces, government, arts	N = 13: all self-identified as gay men	Cross-sectional Convenience/purposive/theory-based sample	Qualitative

139	**Williams**	2022	U.K.	Sexual orientation diversity and inclusion at work	n.s.	N = 9: 6 gay men, 1 bisexual man, and 2 bisexual women	Cross-sectional Convenience/purposive/theory-based sample	Qualitative
140	**Williamson**	2017	U.S.A.	Sexual orientation disclosure at work	n.s.	N = 179: 71 gay men, 108 lesbian women	Cross-sectional Convenience sample	Quantitative