**Appendix 1 Full Citation of Measurement Items**

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| **Construct** | **Measurement Items** |
| **Supervisor Support**Adapted from Eisenberger et al. (1986) | At my workplace,1. My supervisor values my contribution
2. My supervisor appreciates any extra effort from me
3. My supervisor will not ignore any complaint from me\*
4. My supervisor really cares about my well-being
5. My supervisor would not fail to notice if I did the best job possible
6. My supervisor care about my general satisfaction at work
7. My supervisor shows high concern for me
8. My supervisor takes pride in my accomplishment at work
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| **Organizational Support** Adapted from Liddle et al. (2004) | At my workplace, 1. LGB employees are treated with respect
2. LGB employees are not required to be secretive
3. LGB employees consider it a comfortable place to work
4. LGB employees do not fear of job loss because of sexual orientation
5. LGB employees' identities do not seem to be an issue
6. LGB employees are free to be themselves\*
7. The company or institution as a whole provides a supportive environment for LGB employees\*
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| **Coworker Support**Adapted from Liddle et al. (2004)  | At my workplace, 1. Coworkers are as likely to ask nice, interested questions about a same-sex relationship as they are about a heterosexual relationship
2. Coworkers are comfortable engaging in gay-friendly humor with LGB employees (for example, kidding them about a date)
3. LGB employees feel accepted by coworkers in general
4. Coworkers tend to avoid making aggressive comments about LGB issues\*
5. Coworkers who are working directly with me are supportive of LGB coworkers
6. LGB employees are comfortable talking about their personal lives with coworkers
7. LGB employees are met with thinly veiled hostility\*
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| **Job Satisfaction**Adapted from Cammann et al. (1983)  | 1. In general, I like my job
2. In general, I am satisfied with my job
3. All in all, I like working here
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| **Life Satisfaction** Adapted from Diener et al. (1985)  | 1. Overall, my life is close to my ideal.
2. The conditions of my life are excellent.
3. I am satisfied with my life.
4. Until now, I have gotten the important things I want in life.
5. If I could live my life over, I would change almost nothing
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\* The items were dropped from the scale after measurement purification.