Appendix 1. EMS-Adapted Workplace Incivility Scale.

#### During the past 12 months while employed at your main EMS job, how often have any of your *immediate supervisors:*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Hardly ever (once every few months or less) | Rarely (about once a month) | Sometimes (at least once a week) | Frequently (at least once a day) |
| Put you down or been condescending to you? |  |  |  |  |
| Paid little attention to your statements or showed little interest in your opinion? |  |  |  |  |
| Made demeaning or derogatory remarks about you? |  |  |  |  |
| Addressed you in unprofessional terms, either publicly or privately? |  |  |  |  |
| Ignored or excluded you from professional camaraderie? |  |  |  |  |
| Doubted your judgment on a matter over which you have responsibility? |  |  |  |  |
| Made unwanted attempts to draw you into a discussion of personal matters? |  |  |  |  |
| Started rumors or gossip about you? |  |  |  |  |
| Sent your abusive or nasty e-mail or text messages? |  |  |  |  |
| Withheld necessary information from you? |  |  |  |  |

#### Now thinking about your co-workers, during the past 12 months while employed at your main EMS job, how often have any of your *co-workers:*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Hardly ever (once every few months or less) | Rarely (about once a month) | Sometimes (at least once a week) | Frequently (at least once a day) |
| Put you down or been condescending to you? |  |  |  |  |
| Paid little attention to your statements or showed little interest in your opinion? |  |  |  |  |
| Made demeaning or derogatory remarks about you? |  |  |  |  |
| Addressed you in unprofessional terms, either publicly or privately? |  |  |  |  |
| Ignored or excluded you from professional camaraderie? |  |  |  |  |
| Doubted your judgment on a matter over which you have responsibility? |  |  |  |  |
| Made unwanted attempts to draw you into a discussion of personal matters? |  |  |  |  |
| Started rumors or gossip about you? |  |  |  |  |
| Sent your abusive or nasty e-mail or text messages? |  |  |  |  |
| Withheld necessary information from you? |  |  |  |  |

Appendix 2. Prevalence of main organizational culture types, proportion of respondents reporting incivility once a week or more in each, and association between culture type and incivility experiences (excluding multiple cultures). Proportions presented as frequency (%) with univariable odds ratio (OR) and 95% confidence intervals (CI).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Culture Type** | **Dominant culture**  **n (%)** | **Experienced Incivility**  **n (%)** | **OR** | **95% CI** |
| Clan | 793 (31.7) | 288 (36.7) | 1.00 |  |
| Hierarchy | 616 (24.6) | 329 (53.9) | 2.01 | 1.62-2.50 |
| Market | 296 (11.8) | 202 (68.2) | 3.71 | 2.79-4.93 |
| Adhocracy | 106 (4.2) | 62 (58.5) | 2.43 | 1.61-3.67 |
| Multiple cultures | 689 (27.6) | 274 (40.1) | -- | |

Appendix 3. Comparison of demographics for all respondents (without inclusion criteria applied, n=3,741) and non-respondents (n=300).

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Respondents**  **n (%)** | **Non-respondents** | **p-value\*** |
| **n (%)** |
| **Age, median (IQR)** | 37 (27-47) | 33 (24.5-43.5) | <0.001\*\* |
| *Missing* | *739* | *12* |
| **Sex** |  |  |  |
| Male | 2,143 (68.3) | 201 (67.5) | 0.771 |
| Female | 996 (31.7) | 97 (32.6) |
| *Missing* | *602* | *2* |  |
| **Race/Ethnicity** |  |  |  |
| White, Non-Hispanic | 2,494 (83.8) | 237 (85.0) | 0.611 |
| Minority | 483 (16.2) | 42 (15.1) |
| *Missing* | *764* | *21* |  |
| **Certification Level**† |  |  | 0.241 |
| BLS | 2,008 (58.1) | 172 (61.7) |  |
| ALS | 1,451 (42.0) | 107 (38.4) |
| *Missing* | *282* | *21* |  |
| **Years of EMS Experience** |  |  |  |
| 2 years or less | 1,070 (31.1) | 99 (36.3) | 0.209 |
| 3 – 10 years | 1,044 (30.4) | 77 (28.2) |
| 11 or more years | 1,327 (38.6) | 97 (35.5) |
| *Missing* | *300* | *27* |  |
| **Experienced Supervisor Incivility** |  |  |  |
| Yes | 271 (10.0) | 20 (7.7) | 0.239 |
| No | 2,449 (90.0) | 240 (92.3) |  |
| *Missing* | *1,021* | *40* |  |
| **Experienced Coworker Incivility** |  |  |  |
| Yes | 375 (14.0) | 44 (16.7) | 0.238 |
| No | 2,302 (86.0) | 220 (83.3) |  |
| *Missing* | *1,064* | *36* |  |

Abbreviations: IQR = interquartile range; BLS = basic life support; ALS = advanced life support; EMS = emergency medical services.

\*p-values obtained from Chi-square tests unless otherwise indicated

\*\*Wilcoxon rank-sum test

†BLS was defined as emergency medical technicians; ALS was defined as advanced/intermediate emergency medical technicians and paramedics