

SUPPLEMENTARY TABLE S3. THE ASSOCIATION BETWEEN HEALTH WORKER TRAINING, PERCEPTIONS OF COWORKER ATTITUDES, AND STIGMATIZING ATTITUDES WITH FOUR STIGMA OUTCOMES FOR WOMEN WHO SELL SEX

Variable	Categories	<i>I would be ashamed if a woman in my family sold sex</i>			<i>Other people deserve access to health services more than women who sell sex</i>			<i>If I had a choice, I would prefer not to provide services to women who sell sex</i>			<i>Women who sell sex engage in irresponsible behaviors</i>		
		n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>
Training on infection control <sup>a</sup>	No	261/334 (78.1)	1	0.794	40/334 (12.0)	1	0.206	27/334 (8.1)	1	0.749	266/334 (79.6)	1	0.092
	Yes	789/1001 (78.8)	1.04 (0.79–1.35)		159/1001 (15.9)	1.36 (0.85–2.17)		79/1001 (7.9)	0.93 (0.59–1.46)		744/1001 (74.3)	0.73 (0.50–1.05)	
	Missing	50/73 (68.5)			19/73 (26.0)			12/73 (16.4)			52/73 (71.2)		
My coworkers sometimes treat people living with HIV poorly <sup>b</sup>	Strongly disagree	398/524 (76.0)	1	<b>0.048</b>	54/524 (10.3)	1	<b>&lt;0.001</b>	28/524 (5.3)	1	<b>&lt;0.001</b>	357/524 (68.1)	1	<b>&lt;0.001</b>
	Disagree	504/653 (77.2)	1.07 (0.82–1.40)		105/653 (16.1)	1.65 (1.10–2.48)		50/653 (7.7)	1.45 (0.97–2.16)		513/653 (78.6)	1.70 (1.32–2.18)	
	Agree	144/166 (86.7)	2.07 (1.22–3.52)		42/166 (25.3)	2.96 (1.89–4.63)		29/166 (17.5)	3.74 (2.02–6.91)		140/166 (84.3)	2.48 (1.54–3.99)	
	Strongly agree	30/37 (81.1)	1.36 (0.61–3.00)		13/37 (35.1)	4.75 (2.68–8.41)		8/37 (21.6)	4.90 (2.00–11.96)		28/37 (75.7)	1.44 (0.61–3.41)	
My coworkers sometimes talk badly about PLHIV <sup>c</sup>	Missing	24/28 (85.7)			4/28 (14.3)			3/28 (10.7)			24/28 (85.7)		
	Strongly disagree	206/290 (71.0)	1	<b>&lt;0.001</b>	28/290 (9.7)	1	<b>&lt;0.001</b>	14/290 (4.8)	1	<b>&lt;0.001</b>	196/290 (67.6)	1	<b>&lt;0.001</b>
	Disagree	509/655 (77.7)	1.45 (1.04–2.01)		97/655 (14.8)	1.63 (0.99–2.70)		46/655 (7.0)	1.51 (1.04–2.18)		476/655 (72.7)	1.28 (0.92–1.80)	
	Agree	275/334 (82.3)	1.92 (1.30–2.83)		62/334 (18.6)	2.12 (1.36–3.32)		39/334 (11.7)	2.59 (1.60–4.20)		289/334 (86.5)	3.08 (1.99–4.77)	
I would be ashamed if someone in my family had HIV <sup>d</sup>	Strongly agree	97/112 (86.6)	2.68 (1.40–5.10)		30/112 (26.8)	3.40 (2.16–5.37)		18/112 (16.1)	3.76 (1.73–8.16)		89/112 (79.5)	1.86 (1.21–2.86)	
	Missing	13/17 (76.5)			1/17 (5.9)			1/17 (5.9)			12/17 (70.6)		
	Strongly disagree	539/704 (76.6)	1	0.103	73/704 (10.4)	1	<b>&lt;0.001</b>	29/704 (4.1)	1	<b>&lt;0.001</b>	518/704 (73.6)	1	0.364
	Disagree	492/614 (80.1)	1.23 (1.03–1.46)		114/614 (18.6)	1.95 (1.60–2.38)		62/614 (10.1)	2.56 (1.88–3.49)		476/614 (77.5)	1.22 (0.97–1.55)	
	Agree	31/39 (79.5)	1.18 (0.51–2.70)		14/39 (35.9)	4.81 (2.45–9.42)		13/39 (33.3)	11.49 (6.13–21.53)		30/39 (76.9)	1.16 (0.57–2.35)	
PLHIV engage in irresponsible behaviors <sup>e</sup>	Strongly agree	30/40 (75.0)	0.89 (0.42–1.89)		16/40 (40.0)	5.59 (2.69–11.64)		12/40 (30.0)	9.56 (4.36–20.94)		31/40 (77.5)	1.23 (0.62–2.47)	
	Missing	8/11 (72.7)			1/11 (9.1)			2/11 (18.2)			7/11 (63.6)		
	Strongly disagree	255/346 (73.7)	1	<b>0.008</b>	36/346 (10.4)	1	<b>&lt;0.001</b>	12/346 (3.5)	1	<b>0.001</b>	231/346 (66.8)	1	<b>&lt;0.001</b>
	Disagree	487/630 (77.3)	1.22 (0.83–1.79)		97/630 (15.4)	1.57 (0.99–2.49)		54/630 (8.6)	2.63 (1.22–5.68)		476/630 (75.6)	1.55 (1.09–2.20)	
	Agree	242/299 (80.9)	1.51 (0.98–2.32)		62/299 (20.7)	2.20 (1.57–3.10)		36/299 (12.0)	3.74 (1.78–7.87)		249/299 (83.3)	2.51 (1.68–3.74)	
Other people deserve access to services more than PLHIV <sup>f</sup>	Strongly agree	91/106 (85.8)	2.16 (1.36–3.41)		19/106 (17.9)	1.83 (1.19–2.82)		13/106 (12.3)	3.85 (1.40–10.62)		87/106 (82.1)	2.36 (1.33–4.19)	
	Missing	25/27 (92.6)			4/27 (14.8)			3/27 (11.1)			19/27 (70.4)		
	Strongly disagree	387/490 (79.0)	1	0.621	24/490 (4.9)	1	<b>&lt;0.001</b>	17/490 (3.5)	1	<b>&lt;0.001</b>	357/490 (72.9)	1	0.278
	Disagree	442/570 (77.5)	0.91 (0.68–1.22)		54/570 (9.5)	2.00 (1.18–3.41)		38/570 (6.7)	1.93 (1.02–3.62)		432/570 (75.8)	1.14 (0.86–1.51)	
Prefer not to provide services to PLHIV <sup>g</sup>	Agree	182/229 (79.5)	1.02 (0.67–1.55)		104/229 (45.4)	16.02 (10.93–23.48)		47/229 (20.5)	6.98 (3.85–12.64)		185/229 (80.8)	1.54 (0.93–2.54)	
	Strongly agree	61/82 (74.4)	0.77 (0.46–1.29)		32/82 (39.0)	12.23 (6.78–22.06)		9/82 (11.0)	3.34 (1.90–5.85)		61/82 (74.4)	1.07 (0.56–2.04)	
	Missing	28/37 (75.7)			4/37 (10.8)			7/37 (18.9)			27/37 (73.0)		
	Strongly disagree	574/740 (77.6)	1	0.798	71/740 (9.6)	1	<b>&lt;0.001</b>	31/740 (4.2)	1	<b>&lt;0.001</b>	546/740 (73.8)	1	0.283
	Disagree	447/568 (78.7)	1.06 (0.88–1.28)		105/568 (18.5)	2.10 (1.50–2.95)		53/568 (9.3)	2.28 (1.27–4.11)		441/568 (77.6)	1.21 (0.94–1.57)	
	Agree	43/53 (81.1)	1.22 (0.56–2.66)		26/53 (49.1)	8.88 (5.46–14.44)		23/53 (43.4)	16.84 (8.38–33.83)		38/53 (71.7)	0.87 (0.42–1.81)	
	Strongly agree	30/39 (76.9)	0.94 (0.49–1.83)		13/39 (33.3)	4.56 (2.21–9.39)		8/39 (20.5)	5.65 (2.13–14.98)		31/39 (79.5)	1.35 (0.76–2.39)	
	Missing	6/8 (75.0)			3/8 (37.5)			3/8 (37.5)			6/8 (75.0)		

*(continued)*

SUPPLEMENTARY TABLE S3. (CONTINUED)

Variable	Categories	<i>I would be ashamed if a woman in my family sold sex</i>			<i>Other people deserve access to health services more than women who sell sex</i>			<i>If I had a choice, I would prefer not to provide services to women who sell sex</i>			<i>Women who sell sex engage in irresponsible behaviors</i>		
		n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>
I would be ashamed if a man in my family had sex with other men <sup>h</sup>	Strongly disagree	35/80 (43.8)	1	<0.001	12/80 (15.0)	1	0.426	6/80 (7.5)	1	0.603	46/80 (57.5)	1	<0.001
	Disagree	105/220 (47.7)	1.15 (0.69–1.94)		26/220 (11.8)	0.77 (0.35–1.71)		13/220 (5.9)	0.79 (0.27–2.29)		110/220 (50.0)	0.73 (0.50–1.05)	
	Agree	464/557 (83.3)	6.40 (4.50–9.11)		97/557 (17.4)	1.18 (0.63–2.18)		50/557 (9.0)	1.18 (0.48–2.89)		449/557 (80.6)	3.05 (2.04–4.57)	
	Strongly agree	489/539 (90.7)	12.62 (7.09–22.49)		81/539 (15.0)	0.99 (0.55–1.78)		49/539 (9.1)	1.22 (0.51–2.89)		452/539 (83.9)	3.85 (2.28–6.50)	
	Missing	7/12 (58.3)			2/12 (16.7)			0/12 (0.0)			5/12 (41.7)		
MSM engage in irresponsible behaviors <sup>i</sup>	Strongly disagree	61/91 (67.0)	1	<0.001	8/91 (8.8)	1	<0.001	2/91 (2.2)	1	0.089	32/91 (35.2)	1	<0.001
	Disagree	204/313 (65.2)	0.91 (0.42–1.97)		38/313 (12.1)	1.47 (0.44–4.87)		25/313 (8.0)	4.07 (0.78–21.38)		154/313 (49.2)	1.73 (1.05–2.85)	
	Agree	539/647 (83.3)	2.44 (1.13–5.28)		110/647 (17.0)	2.09 (0.75–5.82)		52/647 (8.0)	3.81 (1.04–13.88)		565/647 (87.3)	12.59 (8.14–19.48)	
	Strongly agree	259/302 (85.8)	2.97 (1.24–7.08)		58/302 (19.2)	2.47 (0.95–6.42)		34/302 (11.3)	5.65 (1.24–25.77)		278/302 (92.1)	21.24 (12.30–36.65)	
	Missing	37/55 (67.3)			4/55 (7.3)			5/55 (9.1)			33/55 (60.0)		
Other people deserve access to services more than MSM <sup>j</sup>	Strongly disagree	340/445 (76.4)	1	0.177	14/445 (3.1)	1	<0.001	6/445 (1.3)	1	<0.001	314/445 (70.6)	1	0.061
	Disagree	561/720 (77.9)	1.08 (0.80–1.46)		58/720 (8.1)	2.65 (1.22–5.75)		53/720 (7.4)	5.69 (2.54–12.73)		560/720 (77.8)	1.43 (1.09–1.88)	
	Agree	135/163 (82.8)	1.47 (1.00–2.14)		104/163 (63.8)	54.16 (26.03–112.67)		41/163 (25.2)	23.95 (10.19–56.30)		127/163 (77.9)	1.44 (0.94–2.19)	
	Strongly agree	47/59 (79.7)	1.20 (0.50–2.88)		37/59 (62.7)	51.61 (21.47–124.02)		15/59 (25.4)	24.44 (10.26–58.21)		46/59 (78.0)	1.44 (0.78–2.67)	
	Missing	17/21 (81.0)			5/21 (23.8)			3/21 (14.3)			15/21 (71.4)		
Prefer not to provide services to MSM <sup>k</sup>	Strongly disagree	365/486 (75.1)	1	0.008	46/486 (9.5)	1	<0.001	12/486 (2.5)	1	<0.001	340/486 (70.0)	1	0.008
	Disagree	613/768 (79.8)	1.31 (0.98–1.74)		106/768 (13.8)	1.50 (0.93–2.42)		40/768 (5.2)	2.09 (0.91–4.82)		605/768 (78.8)	1.57 (1.18–2.08)	
	Agree	77/90 (85.6)	1.93 (1.04–3.59)		42/90 (46.7)	8.20 (5.21–12.92)		44/90 (48.9)	36.90 (18.56–73.35)		70/90 (77.8)	1.47 (0.75–2.90)	
	Strongly agree	34/48 (70.8)	0.79 (0.43–1.45)		22/48 (45.8)	7.94 (4.24–14.90)		21/48 (43.8)	30.41 (17.85–51.81)		39/48 (81.3)	1.84 (0.70–4.88)	
	Missing	11/16 (68.8)			2/16 (12.5)			1/16 (6.3)			8/16 (50.0)		
I would be ashamed if a young woman in my family became pregnant before marriage <sup>l</sup>	Strongly disagree	146/239 (61.1)	1	<0.001	19/239 (7.9)	1	0.017	15/239 (6.3)	1	0.039	150/239 (62.8)	1	<0.001
	Disagree	372/508 (73.2)	1.75 (1.28–2.41)		75/508 (14.8)	2.03 (1.10–3.78)		34/508 (6.7)	1.08 (0.54–2.20)		361/508 (71.1)	1.45 (1.00–2.09)	
	Agree	400/450 (88.9)	5.17 (3.65–7.32)		83/450 (18.4)	2.61 (1.35–5.05)		47/450 (10.4)	1.72 (1.04–2.86)		381/450 (84.7)	3.26 (2.03–5.23)	
	Strongly agree	166/191 (86.9)	4.28 (2.70–6.78)		38/191 (19.9)	2.85 (1.39–5.84)		20/191 (10.5)	1.71 (0.83–3.52)		153/191 (80.1)	2.38 (1.28–4.41)	
	Missing	16/20 (80.0)			3/20 (15.0)			2/20 (10.0)			17/20 (85.0)		
Young women who become pregnant before marriage engage in irresponsible behaviors <sup>m</sup>	Strongly disagree	101/156 (64.7)	1	<0.001	15/156 (9.6)	1	<0.001	8/156 (5.1)	1	0.001	82/156 (52.6)	1	<0.001
	Disagree	415/574 (72.3)	1.43 (0.82–2.49)		68/574 (11.8)	1.27 (0.64–2.56)		35/574 (6.1)	1.23 (0.55–2.73)		382/574 (66.6)	1.80 (1.20–2.69)	
	Agree	467/543 (86.0)	3.40 (1.92–6.02)		101/543 (18.6)	2.16 (1.09–4.27)		62/543 (11.4)	2.42 (1.25–4.66)		479/543 (88.2)	6.80 (4.47–10.33)	
	Strongly agree	102/118 (86.4)	3.55 (1.63–7.72)		30/118 (25.4)	3.24 (1.59–6.64)		11/118 (9.3)	1.94 (0.93–4.05)		106/118 (89.8)	8.19 (4.12–16.27)	
	Missing	15/17 (88.2)			4/17 (23.5)			2/17 (11.8)			13/17 (76.5)		
Other people deserve access to services more than young women who become pregnant before marriage <sup>n</sup>	Strongly disagree	372/476 (78.2)	1	0.045	14/476 (2.9)	1	<0.001	16/476 (3.4)	1	<0.001	334/476 (70.2)	1	0.016
	Disagree	521/676 (77.1)	0.94 (0.66–1.33)		57/676 (8.4)	3.03 (1.75–5.28)		42/676 (6.2)	1.86 (1.02–3.38)		530/676 (78.4)	1.53 (1.11–2.09)	
	Agree	155/182 (85.2)	1.60 (0.99–2.58)		109/182 (59.9)	49.53 (24.49–100.18)		41/182 (22.5)	8.08 (3.99–16.38)		142/182 (78.0)	1.48 (1.00–2.17)	
	Strongly agree	39/57 (68.4)	0.60 (0.37–0.97)		33/57 (57.9)	45.24 (21.33–95.94)		15/57 (26.3)	9.88 (5.65–17.29)		43/57 (75.4)	1.27 (0.67–2.43)	
	Missing	13/17 (76.5)			5/17 (29.4)			4/17 (23.5)			13/17 (76.5)		

(continued)

SUPPLEMENTARY TABLE S3. (CONTINUED)

Variable	Categories	<i>I would be ashamed if a woman in my family sold sex</i>			<i>Other people deserve access to health services more than women who sell sex</i>			<i>If I had a choice, I would prefer not to provide services to women who sell sex</i>			<i>Women who sell sex engage in irresponsible behaviors</i>		
		n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>	n/N (%) <sup>*</sup>	aOR (95% CIs) <sup>†</sup>	p <sub>w</sub> <sup>‡</sup>
Prefer not to provide services to young women who become pregnant before marriage <sup>o</sup>	Strongly disagree	492/624 (78.8)	1	0.427	59/624 (9.5)	1	<b>&lt;0.001</b>	20/624 (3.2)	1	<b>&lt;0.001</b>	458/624 (73.4)	1	0.516
	Disagree	544/701 (77.6)	0.92 (0.69–1.24)		116/701 (16.5)	1.87 (1.36–2.58)		62/701 (8.8)	2.85 (1.48–5.48)		540/701 (77.0)	1.20 (0.92–1.55)	
	Agree	42/52 (80.8)	1.10 (0.52–2.32)		30/52 (57.7)	12.76 (8.62–18.88)		25/52 (48.1)	26.65 (10.10–70.31)		40/52 (76.9)	1.16 (0.61–2.19)	
	Strongly agree	19/27 (70.4)	0.62 (0.32–1.20)		11/27 (40.7)	6.39 (3.03–13.48)		10/27 (37.0)	17.03 (6.42–45.14)		22/27 (81.5)	1.59 (0.50–5.08)	
	Missing	3/4 (75.0)			2/4 (50.0)	7.21 (3.60–14.47)		1/4 (25.0)			2/4 (50.0)		

\*Proportion of health workers responding strongly agree or agree.

<sup>†</sup>The aOR for sex is adjusted for age group; the aOR for age group is adjusted for sex; the aOR for all other predictor variables is adjusted for sex and age group.

<sup>‡</sup>A *p* value of <0.05 indicates that the predictor creates a statistically significant improvement in the fit of the model.

<sup>a</sup>Infection control and universal precautions (including postexposure prophylaxis and waste management).

<sup>b</sup>My coworkers sometimes treat people living with HIV poorly when providing them.

<sup>c</sup>My coworkers sometimes talk badly about people thought to be living with HIV.

<sup>d</sup>I would be ashamed if a woman in my family was PLHIV.

<sup>e</sup>PLHIV engage in irresponsible behaviors.

<sup>f</sup>Other people deserve access to health services more than PLHIV.

<sup>g</sup>If I had a choice, I would prefer not to provide services to PLHIV.

<sup>h</sup>I would be ashamed if a man in my family was MSM.

<sup>i</sup>MSM engage in irresponsible behaviors.

<sup>j</sup>Other people deserve access to health services more than MSM.

<sup>k</sup>If I had a choice, I would prefer not to provide services to MSM.

<sup>l</sup>I would be ashamed if a young woman in my family became pregnant before marriage.

<sup>m</sup>YW engage in irresponsible behaviors.

<sup>n</sup>Other people deserve access to health services more than YW.

<sup>o</sup>If I had a choice, I would prefer not to provide services to YW.

aOR, adjusted odds ratio; CIs, confidence intervals; MSM, men who have sex with men; *n*, number of individuals experiencing the three types of stigma within groups; *N*, total number of individuals within groups; PLHIV, people living with HIV; *p<sub>w</sub>*, *p* value of the Wald test; YW, young women who become pregnant before marriage.

*p*-Values marked in bold indicate numbers that are significant on the 95% confidence limit.