

SUPPLEMENTARY TABLE S5. THE ASSOCIATION BETWEEN HEALTH WORKER TRAINING, PERCEPTIONS OF COWORKER ATTITUDES, AND STIGMATIZING ATTITUDES WITH FOUR STIGMA OUTCOMES FOR MEN WHO HAVE SEX WITH MEN

Variable	Categories	<i>I would be ashamed if a man in my family had sex with other men</i>			<i>Other people deserve access to health services more than MSM</i>			<i>If I had a choice, I would prefer not to provide services to MSM</i>			<i>MSM engage in irresponsible behaviors</i>		
		n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]
Training on infection control ^a	No	243/318 (76.4)	1	0.349	41/318 (12.9)	1	0.077	30/318 (9.4)	1	0.725	218/318 (68.6)	1	0.821
	Yes	773/977 (79.1)	1.13 (0.87–1.47)		164/977 (16.8)	1.34 (0.97–1.85)		99/977 (10.1)	1.06 (0.75–1.50)		683/977 (69.9)	1.03 (0.81–1.30)	
	Missing	49/71 (69.0)			17/71 (23.9)			12/71 (16.9)			49/71 (69.0)		
My coworkers sometimes treat people living with HIV poorly ^b	Strongly disagree	386/510 (75.7)	1	0.065	55/510 (10.8)	1	<0.001	27/510 (5.3)	1	<0.001	326/510 (63.9)	1	0.007
	Disagree	481/623 (77.2)	1.07 (0.70–1.65)		100/623 (16.1)	1.58 (1.09–2.27)		60/623 (9.6)	1.92 (1.23–2.98)		439/623 (70.5)	1.33 (1.02–1.74)	
	Agree	143/167 (85.6)	1.85 (1.09–3.14)		53/167 (31.7)	3.88 (2.61–5.78)		40/167 (24.0)	5.84 (3.33–10.27)		137/167 (82.0)	2.56 (1.50–4.38)	
My coworkers sometimes talk badly about PLHIV ^c	Strongly agree	28/35 (80.0)	1.15 (0.45–2.97)		12/35 (34.3)	4.32 (1.76–10.62)		9/35 (25.7)	6.32 (2.81–14.20)		27/35 (77.1)	1.76 (0.65–4.76)	
	Disagree	27/31 (87.1)		0.008	2/31 (6.5)		<0.001	5/31 (16.1)		<0.001	21/31 (67.7)		<0.001
	Agree	205/281 (73.0)	1		34/281 (12.1)	1		24/281 (8.5)	1		156/281 (55.5)	1	
I would be ashamed if someone in my family had HIV ^d	Strongly disagree	479/630 (76.0)	1.15 (0.72–1.84)		84/630 (13.3)	1.14 (0.75–1.72)		47/630 (7.5)	0.88 (0.57–1.38)		438/630 (69.5)	1.80 (1.42–2.27)	
	Disagree	274/327 (83.8)	1.85 (1.20–2.87)		70/327 (21.4)	2.00 (1.41–2.84)		48/327 (14.7)	1.87 (1.11–3.17)		258/327 (78.9)	2.93 (2.07–4.15)	
	Agree	92/108 (85.2)	2.04 (1.09–3.82)		31/108 (28.7)	2.98 (1.87–4.77)		18/108 (16.7)	2.21 (1.28–3.80)		85/108 (78.7)	2.85 (1.77–4.58)	
PLHIV engage in irresponsible behaviors ^e	Strongly agree	15/20 (75.0)		0.235	3/20 (15.0)		<0.001	4/20 (20.0)		<0.001	13/20 (65.0)		0.482
	Disagree	528/685 (77.1)	1		81/685 (11.8)	1		45/685 (6.6)	1		462/685 (67.4)	1	
	Agree	466/593 (78.6)	1.08 (0.78–1.48)		106/593 (17.9)	1.62 (1.21–2.16)		60/593 (10.1)	1.61 (1.08–2.38)		424/593 (71.5)	1.19 (0.90–1.57)	
Other people deserve access to services more than PLHIV ^f	Strongly agree	35/39 (89.7)	2.53 (0.64–9.99)		17/39 (43.6)	5.72 (2.82–11.63)		21/39 (53.8)	17.42 (7.34–41.35)		30/39 (76.9)	1.58 (0.78–3.21)	
	Disagree	29/40 (72.5)	0.71 (0.30–1.67)		15/40 (37.5)	4.23 (2.06–8.69)		10/40 (25.0)	4.33 (2.07–9.06)		28/40 (70.0)	1.02 (0.47–2.20)	
	Agree	7/9 (77.8)		0.118	3/9 (33.3)		<0.001	5/9 (55.6)		0.007	6/9 (66.7)		0.002
Prefer not to provide services to PLHIV ^g	Strongly disagree	251/339 (74.0)	1		30/339 (8.8)	1		18/339 (5.3)	1		205/339 (60.5)	1	
	Disagree	474/607 (78.1)	1.22 (0.77–1.92)		103/607 (17.0)	2.12 (1.33–3.36)		65/607 (10.7)	2.16 (1.05–4.44)		424/607 (69.9)	1.49 (0.96–2.31)	
	Agree	228/292 (78.1)	1.14 (0.70–1.87)		58/292 (19.9)	2.48 (1.78–3.45)		38/292 (13.0)	2.59 (1.45–4.66)		222/292 (76.0)	1.95 (1.24–3.07)	
Prefer not to provide services to PLHIV ^g	Strongly agree	92/104 (88.5)	2.32 (1.17–4.60)		25/104 (24.0)	3.11 (1.82–5.32)		14/104 (13.5)	2.63 (1.12–6.15)		84/104 (80.8)	2.48 (1.51–4.09)	
	Disagree	20/24 (83.3)		0.249	6/24 (25.0)		<0.001	6/24 (25.0)		<0.001	15/24 (62.5)		0.051
	Agree	385/478 (80.5)	1		32/478 (6.7)	1		32/478 (6.7)	1		336/478 (70.3)	1	
Prefer not to provide services to PLHIV ^g	Strongly disagree	424/558 (76.0)	0.75 (0.53–1.06)		53/558 (9.5)	1.46 (0.85–2.51)		38/558 (6.8)	1.02 (0.53–1.95)		373/558 (66.8)	0.82 (0.59–1.15)	
	Disagree	172/224 (76.8)	0.79 (0.48–1.29)		99/224 (44.2)	10.96 (6.57–18.29)		51/224 (22.8)	4.07 (2.52–6.55)		169/224 (75.4)	1.27 (0.85–1.92)	
	Agree	61/76 (80.3)	0.93 (0.58–1.50)		31/76 (40.8)	9.48 (4.65–19.31)		13/76 (17.1)	2.84 (1.44–5.60)		53/76 (69.7)	0.91 (0.62–1.35)	
Prefer not to provide services to PLHIV ^g	Strongly agree	23/30 (76.7)		0.525	7/30 (23.3)		<0.001	7/30 (23.3)		<0.001	19/30 (63.3)		0.906
	Disagree	556/714 (77.9)	1		82/714 (11.5)	1		49/714 (6.9)	1		491/714 (68.8)	1	
	Agree	431/555 (77.7)	0.97 (0.69–1.37)		104/555 (18.7)	1.78 (1.30–2.43)		56/555 (10.1)	1.53 (0.99–2.37)		391/555 (70.5)	1.05 (0.83–1.31)	
Prefer not to provide services to PLHIV ^g	Strongly disagree	44/51 (86.3)	1.76 (0.59–5.27)		21/51 (41.2)	5.28 (3.60–7.75)		24/51 (47.1)	12.04 (7.03–20.64)		37/51 (72.5)	1.17 (0.50–2.75)	
	Disagree	27/38 (71.1)	0.61 (0.27–1.34)		13/38 (34.2)	3.89 (1.88–8.04)		10/38 (26.3)	4.69 (2.10–10.46)		26/38 (68.4)	0.84 (0.47–1.50)	
	Agree	7/8 (87.5)			2/8 (25.0)			2/8 (25.0)			5/8 (62.5)		

(continued)

SUPPLEMENTARY TABLE S5. (CONTINUED)

Variable	Categories	<i>I would be ashamed if a man in my family had sex with other men</i>			<i>Other people deserve access to health services more than MSM</i>			<i>If I had a choice, I would prefer not to provide services to MSM</i>			<i>MSM engage in irresponsible behaviors</i>		
		n/N (%)*	aOR (95% CIs) [†]	p _w [‡]	n/N (%)*	aOR (95% CIs) [†]	p _w [‡]	n/N (%)*	aOR (95% CIs) [†]	p _w [‡]	n/N (%)*	aOR (95% CIs) [†]	p _w [‡]
I would be ashamed if a woman in my family sold sex ^h	Strongly disagree	39/75 (52.0)	1	<0.001	6/75 (8.0)	1	0.271	8/75 (10.7)	1	0.909	41/75 (54.7)	1	<0.001
	Disagree	93/212 (43.9)	0.72 (0.37–1.40)		34/212 (16.0)	2.26 (0.85–6.00)		19/212 (9.0)	0.86 (0.48–1.55)		107/212 (50.5)	0.83 (0.51–1.37)	
	Agree	513/610 (84.1)	4.97 (2.83–8.74)		102/610 (16.7)	2.33 (0.97–5.59)		66/610 (10.8)	1.04 (0.50–2.16)		447/610 (73.3)	2.26 (1.42–3.60)	
	Strongly agree	414/457 (90.6)	9.11 (4.55–18.23)		80/457 (17.5)	2.49 (0.99–6.24)		48/457 (10.5)	1.01 (0.52–1.97)		348/457 (76.1)	2.64 (1.40–5.01)	
	Missing	6/12 (50.0)			0/12 (0.0)			0/12 (0.0)			7/12 (58.3)		
Women who sell sex engage in irresponsible behaviors ⁱ	Strongly disagree	52/81 (64.2)	1	<0.001	10/81 (12.3)	1	0.381	2/81 (2.5)	1	0.041	23/81 (28.4)	1	<0.001
	Disagree	127/234 (54.3)	0.68 (0.34–1.34)		37/234 (15.8)	1.32 (0.56–3.14)		26/234 (11.1)	4.96 (0.97–25.31)		79/234 (33.8)	1.37 (0.67–2.82)	
	Agree	604/716 (84.4)	3.04 (1.42–6.50)		125/716 (17.5)	1.48 (0.76–2.87)		65/716 (9.1)	3.94 (1.03–15.00)		573/716 (80.0)	10.74 (5.43–21.26)	
	Strongly agree	270/311 (86.8)	3.81 (1.58–9.19)		48/311 (15.4)	1.29 (0.65–2.53)		46/311 (14.8)	6.90 (1.51–31.42)		269/311 (86.5)	18.07 (10.05–32.50)	
	Missing	12/24 (50.0)			2/24 (8.3)			2/24 (8.3)			6/24 (25.0)		
Other people deserve access to services more than women who sell sex ^l	Strongly disagree	326/423 (77.1)	1	0.378	16/423 (3.8)	1	<0.001	20/423 (4.7)	1	<0.001	278/423 (65.7)	1	<0.001
	Disagree	556/723 (76.9)	0.98 (0.78–1.22)		66/723 (9.1)	2.58 (1.57–4.25)		54/723 (7.5)	1.65 (0.83–3.28)		500/723 (69.2)	1.15 (0.85–1.55)	
	Agree	139/166 (83.7)	1.46 (0.87–2.46)		111/166 (66.9)	52.03 (30.71–88.16)		51/166 (30.7)	8.95 (5.06–15.86)		129/166 (77.7)	1.72 (1.21–2.45)	
	Strongly agree	36/45 (80.0)	1.20 (0.53–2.71)		28/45 (62.2)	43.66 (17.44–109.32)		14/45 (31.1)	9.52 (5.13–17.68)		37/45 (82.2)	2.44 (1.50–3.97)	
	Missing	8/9 (88.9)			1/9 (11.1)			2/9 (22.2)			6/9 (66.7)		
Prefer not to provide services to women who sell sex ^k	Strongly disagree	391/514 (76.1)	1	0.536	51/514 (9.9)	1	<0.001	22/514 (4.3)	1	<0.001	338/514 (65.8)	1	0.142
	Disagree	574/733 (78.3)	1.13 (0.78–1.63)		114/733 (15.6)	1.69 (1.16–2.47)		53/733 (7.2)	1.80 (1.11–2.90)		521/733 (71.1)	1.26 (0.94–1.68)	
	Agree	71/84 (84.5)	1.67 (0.84–3.34)		42/84 (50.0)	9.14 (5.36–15.57)		45/84 (53.6)	27.06 (14.75–49.65)		61/84 (72.6)	1.32 (0.78–2.26)	
	Strongly agree	24/29 (82.8)	1.41 (0.47–4.28)		13/29 (44.8)	7.11 (3.29–15.40)		18/29 (62.1)	35.97 (14.89–86.88)		25/29 (86.2)	3.02 (0.90–10.09)	
	Missing	5/6 (83.3)			2/6 (33.3)			3/6 (50.0)			5/6 (83.3)		
I would be ashamed if a young woman in my family became pregnant before marriage ^l	Strongly disagree	163/229 (71.2)	1	<0.001	28/229 (12.2)	1	<0.001	16/229 (7.0)	1	0.005	130/229 (56.8)	1	<0.001
	Disagree	342/493 (69.4)	0.93 (0.68–1.26)		62/493 (12.6)	1.05 (0.68–1.63)		36/493 (7.3)	1.08 (0.58–2.02)		315/493 (63.9)	1.37 (0.92–2.06)	
	Agree	386/439 (87.9)	2.90 (1.77–4.74)		93/439 (21.2)	1.94 (1.37–2.73)		60/439 (13.7)	2.14 (1.24–3.71)		350/439 (79.7)	2.94 (1.85–4.68)	
	Strongly agree	160/188 (85.1)	2.24 (1.28–3.92)		36/188 (19.1)	1.69 (1.05–2.73)		26/188 (13.8)	2.15 (1.14–4.07)		143/188 (76.1)	2.34 (1.45–3.78)	
	Missing	14/17 (82.4)			3/17 (17.6)			3/17 (17.6)			12/17 (70.6)		

(continued)

SUPPLEMENTARY TABLE S5. (CONTINUED)

Variable	Categories	<i>I would be ashamed if a man in my family had sex with other men</i>			<i>Other people deserve access to health services more than MSM</i>			<i>If I had a choice, I would prefer not to provide services to MSM</i>			<i>MSM engage in irresponsible behaviors</i>		
		n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]
Young women who become pregnant before marriage engage in irresponsible behaviors ^m	Strongly disagree	104/144 (72.2)	1	<0.001	12/144 (8.3)	1	<0.001	5/144 (3.5)	1	<0.001	71/144 (49.3)	1	<0.001
	Disagree	379/554 (68.4)	0.87 (0.53–1.41)		71/554 (12.8)	1.67 (0.85–3.29)		48/554 (8.7)	2.76 (1.09–7.02)		332/554 (59.9)	1.63 (1.03–2.56)	
	Agree	468/537 (87.2)	2.66 (1.66–4.25)		102/537 (19.0)	2.67 (1.32–5.39)		69/537 (12.8)	4.32 (1.87–9.98)		438/537 (81.6)	4.72 (2.87–7.75)	
	Strongly agree	102/116 (87.9)	2.81 (1.38–5.70)		35/116 (30.2)	4.92 (2.35–10.29)		16/116 (13.8)	4.60 (1.68–12.64)		103/116 (88.8)	8.29 (4.50–15.26)	
	Missing	12/15 (80.0)			2/15 (13.3)			3/15 (20.0)			6/15 (40.0)		
Other people deserve access to services more than young women who become pregnant before marriage ⁿ	Strongly disagree	360/453 (79.5)	1	0.335	20/453 (4.4)	1	<0.001	31/453 (6.8)	1	<0.001	303/453 (66.9)	1	0.501
	Disagree	507/667 (76.0)	0.81 (0.59–1.12)		54/667 (8.1)	1.93 (1.34–2.78)		42/667 (6.3)	0.92 (0.68–1.26)		468/667 (70.2)	1.15 (0.84–1.58)	
	Agree	143/176 (81.3)	1.11 (0.69–1.77)		115/176 (65.3)	43.24 (25.13–74.40)		48/176 (27.3)	5.27 (3.21–8.65)		127/176 (72.2)	1.25 (0.80–1.97)	
	Strongly agree	43/54 (79.6)	0.94 (0.41–2.14)		26/54 (48.1)	20.02 (9.92–40.42)		15/54 (27.8)	5.22 (2.55–10.68)		41/54 (75.9)	1.46 (0.84–2.54)	
	Missing	12/16 (75.0)			7/16 (43.8)			5/16 (31.3)			11/16 (68.8)		
Prefer not to provide services to young women who become pregnant before marriage ^o	Strongly disagree	465/602 (77.2)	1	0.436	66/602 (11.0)	1	<0.001	30/602 (5.0)	1	<0.001	410/602 (68.1)	1	0.884
	Disagree	535/685 (78.1)	1.03 (0.77–1.38)		117/685 (17.1)	1.67 (1.28–2.18)		68/685 (9.9)	2.15 (1.51–3.05)		485/685 (70.8)	1.10 (0.87–1.40)	
	Agree	43/50 (86.0)	1.76 (0.80–3.90)		26/50 (52.0)	8.72 (4.72–16.12)		32/50 (64.0)	36.07 (19.54–66.60)		35/50 (70.0)	1.05 (0.58–1.88)	
	Strongly agree	19/25 (76.0)	0.88 (0.25–3.08)		11/25 (44.0)	6.17 (2.38–15.97)		9/25 (36.0)	10.30 (4.27–24.85)		18/25 (72.0)	1.13 (0.58–2.22)	
	Missing	3/4 (75.0)			2/4 (50.0)			2/4 (50.0)			2/4 (50.0)		

*Proportion of health workers responding strongly agree or agree.

[†]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.

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

[§]Infection control and universal precautions (including postexposure prophylaxis and waste management).

^{||}My coworkers sometimes treat people living with HIV poorly when providing them.

[¶]My coworkers sometimes talk badly about people thought to be living with HIV.

[Ⓛ]I would be ashamed is a woman in my family was PLHIV.

[Ⓜ]PLHIV engage in irresponsible behaviors.

[Ⓝ]Other people deserve access to health services more than PLHIV.

[Ⓟ]If I had a choice, I would prefer not to provide services to PLHIV.

[Ⓡ]I would be ashamed if a woman in my family was a woman who sells sex.

[Ⓢ]Women who sell sex engage in irresponsible behaviors.

[Ⓣ]Other people deserve access to health services more than women who sell sex.

[Ⓤ]If I had a choice, I would prefer not to provide services to women who sell sex.

[Ⓥ]I would be ashamed if a young woman in my family became pregnant before marriage.

[Ⓦ]Young women who become pregnant before marriage engage in irresponsible behaviors.

[Ⓧ]Other people deserve access to health services more than young women who become pregnant before marriage.

[Ⓨ]If I had a choice, I would prefer not to provide services to young women who become pregnant before marriage.

aOR, adjusted odds ratio; CIs, confidence intervals; MSM, men who have sex with men; *n*, number of individuals reporting the four types of stigma within groups; *N*, total number of individuals within groups; PLHIV, people living with HIV; *p_w*, *p* value of the Wald test.

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