

Supplementary materials:

Geographical Region

Table S1 shows a statistically significant difference between the frequency of reported experiences with a lack of court management and discourtesy/dishonesty and the geographical area of employment. Prosecutors employed by the Eastern Danish Prosecution Service more frequently report experiencing illegitimate stressors due to a lack of court management compared to their colleagues in the Central and Western Danish Prosecution Services. Conversely, prosecutors employed by the Western Danish Prosecution Service report experiencing discourtesy/dishonesty more frequently than their colleagues in the Eastern and Central Danish Prosecution Services.

**Table S1.** Distribution of reported negative acts from professional counterparts across geographical areas of employment (the central, eastern, or western Prosecution Service) with  $p$ -values and adjusted standardized residuals from a  $\chi^2$  test of independence.

Negative Acts	The Central Danish Prosecution Service			The Western Danish Prosecution Service			The Eastern Danish Prosecution Service			$\chi^2, p$
	n	%	Adj. Std. R	n	%	Adj. Std. R	n	%	Adj. Std. R	
<b>Illegitimate tasks *</b>	<5	NA	−0.2	<5	NA	−1.8	15	4.5	1.8	3.730, $p = 0.145$
Illegitimate stressor										
<b>Lack of court management *</b>	<5	NA	−0.8	<5	NA	−3.4	25	7.5	3.8	15.507, $p < 0.001$
Exaggerated conflicts	9	9.0	1.6	11	4.5	−0.9	18	5.4	−0.2	2.780, $p = 0.249$
Illegitimate behavior										
Verbal abuse	15	15.0	−0.9	37	15.1	−1.5	71	21.3	2.1	4.456, $p = 0.108$
General incivility										
<b>Discourtesy/dishonesty</b>	<b>48</b>	<b>48.0</b>	<b>0.7</b>	<b>126</b>	<b>51.4</b>	<b>2.5</b>	<b>131</b>	<b>39.3</b>	<b>−2.9</b>	<b>8.766, <math>p = 0.012</math></b>
Ignoring/exclusion/silencing *	6	6.0	1.8	5	2.0	−1.2	10	3.0	−0.1	3.728, $p = 0.170$
Professional discrediting	19	19.0	−0.4	50	20.4	−0.1	71	21.3	0.4	0.266, $p = 0.875$
Threats/intimidation	7	7.0	0.1	15	6.1	−0.5	24	7.2	0.4	0.271, $p = 0.873$
Person-focused incivility										
Gender/age disparagement	<5	NA	−0.6	15	6.1	0.7	17	5.1	−0.2	0.691, $p = 0.708$
Unprofessional address *	<5	NA	1.0	<5	NA	−0.4	<5	NA	−0.3	1.085, $p = 0.590$
Appearance comments *	<5	NA	0.8	<5	NA	0.1	<5	NA	−0.7	0.803, $p = 0.493$

Note: Adj. Std. R = adjusted standardized residuals; **bold** = values significant at  $p < 0.05$ ; \* =  $p$ -value from Fisher's exact test due to an expected cell count less than 5 ( $n < 5$ ), and the corresponding NA for percentage refers to censored counts to maintain anonymity.