

PERCEIVED DISCRIMINATION SCALE

1. I feel that this organization attempts to meet the needs of employees from diverse backgrounds (e.g., ethnic minorities).
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

2. I feel that some of the policies and/or practices of this organization are sexist.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

3. I feel that some of the policies and/or practices of this organization are racist.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

4. My supervisor sometimes makes sexist statements.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

5. My supervisor sometimes makes sexist decisions.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

6. My supervisor sometimes makes racist statements.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree

7. My supervisor sometimes makes racist decisions.
1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree