

**Supplemental Table 1.** Associations of mistreatment (discrimination, sexual harassment verbal/emotional or physical abuse) with burnout and suicidal thoughts, with and without adjustment for participants' ABSITE performance quartile and positive and negative emotions.

|                          |            | Model 1   |             |        | Model 2  |             |        |
|--------------------------|------------|---|-------------|--------|--|-------------|--------|
|                          |            | Adjusted for resident and program characteristics |             |        | Adjusted for resident and program characteristics + ABSITE performance quartile and emotions |             |        |
|                          | n (%)      | Odds Ratio  | 95% CI      | P      | Odds Ratio   | 95% CI      | P      |
| <b>Burnout</b>           |            |   |             |        |  |             |        |
| Mistreatment             |            |   |             |        |  |             |        |
| None                     | 938 (27.6) | -   | -           | -      | -  | -           | -      |
| A few times a year       | 976 (44.8) | 2.12  | 1.89 - 2.37 | <0.001 | 1.62   | 1.43 - 1.94 | <0.001 |
| More than yearly         | 789 (56.8) | 3.17  | 2.78 - 3.62 | <0.001 | 2.00   | 1.73 - 2.31 | <0.001 |
| <b>Suicidal thoughts</b> |            |   |             |        |  |             |        |
| Mistreatment             |            |   |             |        |  |             |        |
| None                     | 84 (2.5)   | -   | -           | -      | -  | -           | -      |
| A few times a year       | 113 (5.2)  | 2.08  | 1.56 - 2.78 | <0.001 | 1.52   | 1.13 - 2.04 | <0.001 |
| More than yearly         | 115 (8.3)  | 3.12  | 2.29 - 4.25 | <0.001 | 1.79   | 1.29 - 2.46 | <0.001 |

Both Models 1 and 2 adjusted for gender, PGY level, relationship status, program size, program type, geographic location, and duty hour violations. Model 2 also adjusted for ABSITE performance quartile, and positive and negative emotions (continuous scores).