**Responses to reviewer(s)**

**Reviewer: 1**

**REPLY:** Thank you very much for your review and comments. Below, we recap your points and then answer each one.

Comments to the Author

1. Please provide full citation for each measurement item.

**REPLY:**  As the reviewer suggested, we have added full citation for each for each measurement item in Appendix 1 as attached.

1. Within the discussion, please specify how co-workers' supervisors' support can be encouraged by top management or HR initiatives based upon your findings.

**REPLY:**  As the reviewer recommended, we have made them more clearly in p. 24 by specifying how coworker and supervisor support can be encouraged by top management and HR initiatives based upon the findings as follows:

P.24: “From the light of our findings, both supervisor and coworker support to LGB employees can be encouraged by policy-wide approach from top management to embrace diversity on sexual orientation, gender, race, or ethnicity to create inclusive environment. Human resource initiatives can follow by incorporating nondiscrimination and equal opportunity code of conducts for all employees encouraging not to discriminate on the basis of race, religious, gender, age, national origin, disability, marital status, and sexual orientation. This would include equal opportunity for all individuals for employment, benefits, and promotion in their career. Leading companies with high performance results, e.g., IBM, Google, and Apple, have established and practiced diversity and inclusive policy for many years. Recent study stated that “*Companies that embrace diversity and inclusion in all aspects of their business statistically outperform their peers*.” and showed that diversity in workplace was highly correlated with strong business performance (Bersin 2015). In addition to implementing a code of conduct in the workplace, human resource initiatives can be extended to a rigorous and systematic evaluation of the 360-degree process to assess performance and provide anonymous feedback from the people who work around supervisors. This includes feedbacks from the employee's supervisor, peers, and subordinates. By creating mechanism to welcome all feedback from others and use them part of performance evaluation, supervisors would be more careful and provide more support to their employees.

Furthermore, top management could encourage coworker and supervisor support by increasing level of soft skills. Compassion cultivation education is essential for all employees to have more compassion, empathy, and mindfulness towards others in workplace. Compassion cultivation education would lead supervisors and coworkers to spread compassion in the workplace, feel more connected with people, try to put themselves in others’ shoes, be mindful with action to colleagues, and ultimately provide an overall sense of human well-being. With mindfulness to all actions taken to colleagues, diverse and inclusive workplace can be created and supported.”