

**Supplementary Table 1:** Definitions of different types of violence

<b>Type of violence</b>	<b>Definition</b>
Physical	The use of physical force against another person or group, that results in physical harm, sexual or psychological harm. It can include beating, kicking, slapping, stabbing, shooting, pushing, biting, and/or pinching, among others.
Psychological	This type of violence includes verbal abuse, bullying/mobbing, harassment, and threats.
Bullying	Repeated, intentional aggression with a power imbalance, causing harm or distress.
Mobbing	A form of collective workplace harassment, involving a group targeting an individual to humiliate or intimidate them.
Racial harassment	An incident or a series of incidents intended or likely to intimidate, offend, or harm an individual or group because of their ethnic origin, color, race, religion, or nationality