




Contexts of Silence and Disclosure in Women's Experiences of Workplace Harassment

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| E d i t o r | R e v i e w e r s |
|---|---|
| Anela Hasanagic  Full Professor, Department of Psychology, Faculty of Islamic Education, University of Zenica, Bosnia and Herzegovina anela.hasanagic@unze.ba | Reviewer 1: Mehdi Rostami  Department of Psychology and Counseling, KMAN Research Institute, Richmond Hill, Ontario, Canada. Email: dr.mrostami@kmanresce.ca Reviewer 2: Sara Nejatifar  Department of Psychology and Education of People with Special Needs, Faculty of Educational Sciences and Psychology, University of Isfahan, Isfahan, Iran. |

1. Round 1

1.1. Reviewer 1

Reviewer:

This paragraph provides a strong opening but would benefit from explicitly identifying the research gap in Chilean contexts earlier. For example, clarify how Chile's sociocultural environment differs from those in prior studies.

The discussion of #MeToo is insightful, yet it references India only. The authors could draw parallels with Latin American movements like #NiUnaMenos to reinforce contextual fit with Chile.

This paragraph densely integrates multiple theoretical perspectives. Consider summarizing each framework (organizational silence, institutional helplessness, social cognitive theory) in separate sentences to improve readability and conceptual precision.

Demographic information is comprehensive; however, the paragraph could include intersectional insights—such as class or ethnicity—to enhance understanding of diversity within the Chilean sample.

The thematic table is rich and detailed, but it would benefit from brief operational definitions of each main category (e.g., one-line explanation beneath each theme). This helps readers interpret coding consistency.

The paragraph provides a concise synthesis but could strengthen its contribution by articulating how this study extends or challenges existing theory—particularly the “network silence” framework.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

While definitions are comprehensive, the authors might integrate international frameworks (e.g., ILO Convention No. 190 on Violence and Harassment, 2019) to situate the study within global labor standards.

The argument that power hierarchies sustain harassment is well made, but the paragraph merges empirical and theoretical claims. Consider separating them for clarity and citing more recent Latin American studies (post-2023) to contextualize regional relevance.

While spirituality as coping is noted, consider expanding on whether religious support acted as empowerment or avoidance, linking this to psychological frameworks on resilience and post-traumatic growth.

The section on disclosure could use richer analysis of digital disclosure (e.g., social media testimonies), which is increasingly central in Latin American activism.

Excellent narrative integration, but the authors should connect these findings explicitly to feminist standpoint theory or post-traumatic growth literature to deepen theoretical grounding.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.