Reviewer's report

Title: Workplace sexual harassment and depressive symptoms: a cross-sectional multilevel analysis comparing harassment from clients or customers to harassment from other employees amongst 7603 Danish employees from 1041 organizations

Version: 1 Date: 04 Apr 2017

Reviewer: Cris Sullivan

Reviewer's report:

This is a revised description of a large-scale examination of workplace sexual harassment and its impact on depression. The authors addressed a number of the concerns raised by this and the other two reviewers. The abstract and literature review are now clearer and bring in the gendered nature of sexual harassment. The strengths of the study remain: it is large scale and examines harassment committed by clients (which is often ignored).

The investigators do not convincingly explain why they kept the 42 men in the sample. As they note, analyses by gender are suspect, given the small number of men harassed. Further, they do not convincingly explain why the three organizational variables were kept in this revision, given they are not empirically linked to either harassment or depression in the literature review and (not surprisingly) had no significant relevance to the current study.

While I continue to think this study has limited utility given the use of a single item to measure the main construct of interest, I think it would at least be "promising" if the authors removed the 3 organizational variables (which are just distracting), removed the men from analyses (which is justified by the small n as well as the gendered issues related to sexual harassment and career categories), and focused on examining the differences between being harassed by someone from work vs a client/customer. I would modify the title accordingly, and focus on this important and understudied issue. I believe the result would be a straightforward, interesting article that could spark future research.

Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

No

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

No

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.
No

Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?
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I am able to assess the statistics

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