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Authors

Vogel, Erin A

Prochaska, Judith J

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Perceptions of Cigarette Smoking and Weight in Hypothetical Hiring Decisions

Erin A. Vogel, PhD, and Judith J. Prochaska, PhD, MPH

Stanford Prevention Research Center, Department of Medicine, Stanford University

Author Note

Erin A. Vogel: <https://orcid.org/0000-0002-7193-8720>

Judith J. Prochaska: <https://orcid.org/0000-0001-7925-326X>

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Correspondence concerning this article should be addressed to Judith Prochaska, Medical School Office Building, 1265 Welch Road, X316, Stanford, CA, 94305, USA. Email: jpro@stanford.edu

Abstract

Objective: Prior studies indicate lower employment and greater difficulty securing reemployment among individuals who smoke or are overweight. In an anonymous online survey, we examined willingness to hire candidates who smoke cigarettes or are overweight for different job types and tested respondents' smoking history and body weight as moderating factors.

Methods: Employed U.S. adults ($N = 1107$) were recruited online in 2019-2020. Respondents indicated their willingness to hire and hiring preferences for six different job roles in reference to 8 different attributes, which included smoking and overweight status. Analyses tested differences by job-type and respondents' own smoking and overweight status. **Results:** Percent willing to hire candidates who smoke (are overweight) was 7.6% (40.3%) for health aide, 15.3% (66.2%) for receptionist, and 53.6% (58.1%) for groundskeeper. Ever-smoker respondents were more likely than never smokers to be willing to hire candidates who smoke (Odds Ratios [OR] = 1.98-3.00) and less likely to identify smoking as a least preferred attribute ($ps < .009$). Overweight respondents were more likely than non-overweight respondents to be willing to hire overweight candidates (OR = 1.47-1.99) and less likely to identify overweight as a least preferred attribute ($ps < .002$). Moderating effects of respondent smoking or overweight status were greater for the public-facing receptionist versus groundskeeper position. **Conclusions:** In hypothetical hiring decisions, smoking and overweight were viewed as undesirable, particularly among respondents without the attribute tested.

Keywords: smoking; overweight; bias; employment; judgment

Introduction

Smoking and risk behaviors related to adiposity (e.g., poor nutrition, physical inactivity) are detrimental to health and also may negatively affect financial wellbeing. Prior studies indicate cigarette smoking and overweight status each are associated with being unemployed and with difficulty securing reemployment. Nationally, in 2018, 37.6% of unemployed adults reported past-month tobacco use, compared to 20.0% of those with part-time employment and 25.0% of those with full-time employment (Substance Abuse and Mental Health Services Administration, 2019). In a one-year observational study with propensity score analysis, jobseekers who did not smoke were 30% more likely to attain employment than those who smoked (Prochaska et al., 2016). Similarly, U.S. adults with obesity are about 1.5 times more likely to be unemployed than adults without obesity (Le Strat et al., 2020). The association between unemployment and obesity persists after accounting for physical and psychiatric comorbidities (Le Strat et al., 2020).

Once considered commonplace, smoking in the U.S. today is denormalized and stigmatized (Stuber et al., 2008). Unemployed jobseekers describe perceptible signs of smoking, such as stained teeth and the smell of cigarette smoke, as barriers to employment (Michalek et al., 2020). Employers across the US have increasingly adopted policies of not hiring job candidates who smoke (Legault & Pasternak, 2020). Overweight people are not protected from employment discrimination under U.S. federal law, and only the state of Michigan prohibits discrimination at the state level (Miller, 2019). A meta-analysis of empirical studies concluded that overweight people face discrimination in hiring decisions (Rudolph et al., 2009). Costs may

factor into employers' decisions. Both smoking and obesity are associated with increased healthcare costs (Goetzel et al., 2012) and absenteeism costs (Asay et al., 2016) to employers.

Cigarette smoking and overweight status may have a greater influence on hiring decisions for job roles that are public-facing and in the health sector. Hiring managers may be concerned that an employee who smokes or is overweight will be viewed poorly by the public, due to the high prevalence of smoking stigma (Evans-Polce et al., 2015) and weight stigma (Spahlholz et al., 2016). Moreover, a job candidate for a position in the healthcare industry who uses tobacco or is overweight may be viewed as running counter to the company's pro-health mission. An experimental study of simulated hiring decisions found that participants with negative attitudes toward smoking viewed candidates who smoked more negatively than candidates who did not smoke, for both public- and non-public facing job roles (Roulin & Bhatnagar, 2018). Similarly, an experimental study of weight stigma found that heavier candidates were viewed as less hireable than thinner candidates. The difference in hireability between thinner female and heavier female candidates was greater for public-facing than non-public facing roles (Nickson et al., 2016). Neither study assessed participants' own smoking or weight status.

Hiring managers' personal profiles may affect the extent to which they consider attributes such as smoking and overweight status in job candidates. Social categorization based on attributes is an integral component of stigma. People with a stigmatized attribute (e.g., smoking) are considered part of a group that shares that attribute. Stigma is perpetuated when stereotypes are assigned to the stigmatized group (Biernat & Dovidio, 2000). People show preference for members of their ingroup (Tajfel, 1982), and stigmatized people often protect their self-concepts by selectively valuing the positive abilities and outcomes of their ingroup (Crocker & Major,

1989). Hence, hiring managers who have ever smoked (are overweight) may perceive job candidates who smoke (are overweight) as part of their ingroup, and may therefore view these candidates more favorably. The moderating effect of one's personal profile on hiring decisions, however, may differ by job role. Specifically, hiring managers may be unwilling to hire candidates who smell of cigarette smoke or are overweight for job roles that are public-facing or in the health sector, regardless of their own experience with smoking and weight.

In the current study, presented with hypothetical hiring decisions, we hypothesized that respondents would express unwillingness to hire candidates who smoke cigarettes or are overweight. Smoking and overweight are both common and visible stigmatized attributes that are related to health and may be considered inconsistent with the mission of certain employment settings (e.g., healthcare). We anticipated that unwillingness to hire candidates who smoke or are overweight would be strongest for health-oriented (e.g., health aide) and public-facing (e.g., receptionist) occupations relative to other roles (e.g., groundskeeper). We further hypothesized that respondents' personal profile on the attributes of interest would have a moderating effect matched on smoking or overweight status. That is, respondents' ever smoking status would be specifically associated with willingness to hire candidates who smell of cigarette smoke and respondents' overweight status would be specifically associated with willingness to hire an overweight candidate; however, the moderating effect would be dampened for occupations that are health-oriented and public-facing. Given that the data are observational, we controlled for additional respondent characteristics that may relate to perceptions of smoking and overweight status in hiring decisions including gender, age, and employment in the health industry. We also considered active participation in hiring decisions in one's workplace.

Methods

Sample and Procedures

Employed adults were recruited online using Prolific survey panels from February 14, 2019 to February 2, 2020. The study was advertised to Prolific panelists as “looking for working professionals to participate in an anonymous research study on wellness and hiring.” Eligible respondents were U.S. residents age 18 or older who worked for an employer operational for at least 12 months and that employed at least 5 full-time employees. Respondents viewed a study information sheet, then completed an anonymous survey of approximately 16 minutes in duration. Respondents were compensated with \$1.78, the standard rate of payment for Prolific surveys of short duration. All participants provided electronic informed consent. The study was approved by the Stanford Medicine Institutional Review Board.

Measures

Likelihood of Hiring and Preferred Hiring Attributes. Respondents were asked to indicate their willingness to hire job candidates for receptionist, groundskeeper, and health aide positions. The job candidates were distinguished by one of eight attributes: highly recommended, physically attractive, physically unattractive, smells of cigarette smoke, has noticeable body odor, has a strong foreign accent, is 50 pounds overweight (5'5", 200 lbs), and has visible tattoos. The order of presentation of the 8 attributes was random and varied by respondent. Response options were “I would never hire this person,” “I might hire this person if I didn’t think I could find anyone else,” “I would hire this person,” and “I would definitely hire this person over other candidates.” Referring to the same attribute list, but for hiring a sales associate, storeroom clerk, and cook, respondents identified their three most and three least preferred attributes. Both job

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sets included public-facing and non-public facing positions. Attributes were chosen in consultation with the study's Community Advisory Board, made up of Employment Development Department directors, managers, and staff. Board members shared their expertise based on their experiences working with both employers and jobseekers.

Respondent Characteristics. Respondents reported whether they had smoked 100+ cigarettes in their lifetime (yes/no) and whether they currently smoked (yes/no). Respondents reported whether they viewed themselves as underweight, average, or overweight. Respondents also reported their age, gender (male, female, or other), race (African-American/Black, American Indian/Alaska Native, Caucasian/White, Asian American, Pacific Islander/Native Hawaiian, multiracial, unknown, or other), and ethnicity (Hispanic/Latinx or non-Hispanic/Latinx), whether they work in the healthcare industry (yes/no), and whether they currently played a role in hiring decisions (yes/no).

Analyses

Likelihood of hiring each candidate (receptionist, groundskeeper, and health aide) was dichotomized as "would hire" (would hire or would definitely hire) or "would not hire" (might hire if unable to find other candidates or definitely would not hire). Responses for the preferred attribute items were coded according to whether the attribute (e.g., smelling of cigarette smoke, being 50 pounds overweight) was in the respondent's top 3 (yes/no) or bottom 3 (yes/no) preferred attributes for each job role (sales associate, storeroom clerk, or cook). Few respondents identified as current smokers (13.8%). Respondents were considered to have experience with smoking (current or past) if they reported 100+ lifetime cigarettes (i.e., ever smoker) (National

Center for Health Statistics, 2017). Respondents' perceived bodyweight was categorized as "overweight" or other (i.e., "underweight or average").

First, in the overall sample, for each job role assessed, we ran descriptive statistics to examine the frequency of being willing to hire candidates who smoke (are overweight) and the frequency of identifying each of the 8 attributes as most or least preferred. Next, we ran chi-square tests of independence to examine whether respondents' ever smoking status was associated with their likelihood of being willing to hire candidates who smell of cigarette smoke and identifying "smells of cigarette smoke" among their most preferred or least preferred attributes. To test if the effect was specific to being matched on smoking status, we also ran chi-square tests to examine whether respondents' ever smoking status was associated with their likelihood of being willing to hire overweight candidates and identifying "overweight" among their most or least preferred attributes. Parallel chi-square tests of independence examined differences in the same outcomes but by respondents' overweight status. Next, two generalized estimating equations (GEE) examined differences by job role in likelihood of hiring a candidate who smokes (is overweight), moderated by respondents' smoking (overweight) status. The GEE models included main effects and the interaction term for job role (cook, clerk, sales associate) and respondent smoking (or overweight) status. GEE models adjusted for age, gender (male, vs. female or other), employment in the health industry (yes/no), and role in hiring decisions (yes/no). Chi-square tests of independence also examined whether respondents who played a role in hiring decisions (versus those who did not play a role) differed in likelihood of hiring a candidate who smells of smoke or is overweight and in identifying "smells of cigarette smoke"

and “is overweight” as a most or least preferred attribute. Analyses were conducted with SPSS 27.

Results

Respondent Characteristics

The analytic sample excluded participants who wrote in “unemployed,” “not employed,” “I do not work,” “none,” or “retired” ($n = 13$) when describing their industry. The analytic sample ($N = 1,107$) was 51.6% male (47.2% female, 1.2% other or unreported), with a mean age of 38.0 ($SD = 11.5$, range: 18 to 78). The racial/ethnic makeup of the sample was 73.0% non-Hispanic white, 9.2% multiple races/ethnicities, 6.2% Asian American, 5.7% Hispanic/Latinx, 4.2% Black, 0.3% Pacific Islander or Native Hawaiian, 1.4% other or unreported race. Most respondents (59.9%) had never smoked; 26.6% formerly smoked, and 13.4% currently smoked. A third of respondents (33.2%) viewed themselves as overweight; 13.6% of the sample was both overweight and an ever-smoker. All were currently employed, 63.8% played a role in hiring decisions in their work, and 13.1% reported employment in the health industry.

Hiring Decisions and Preferred Attributes by Smoking Status and Weight Status

In the overall sample, by job type, the percent willing to hire someone smelling of cigarette smoke was 7.6% for a health aide, 15.3% for a receptionist, and 53.6% for a groundskeeper. The percent willing to hire an overweight candidate was generally higher, with 40.3% willing to hire an overweight health aide, 58.1% willing to hire an overweight groundskeeper, and 66.2% willing to hire an overweight receptionist. For the sales associate, storeroom clerk, and cook positions, Table 1 shows the percent of the sample identifying each attribute as one of their three most or least preferred. The most frequent top 3 preferred attributes

were “came highly recommended by a colleague”, “is physically attractive”, and “has visible tattoos.” Across job types, “smells of cigarette smoke” was second only to “has noticeable body odor” as the least preferred attribute. Few had smoking as a most preferred attribute (3.3% sales associate, 5.5% cook, 6.1% clerk), and most had smoking in their three least preferred attributes (70.2% sales associate, 81.5% cook, 75.8% clerk). In comparison, overweight was included as a most preferred attribute by 26.2% for clerk, 26.8% for sales associate, and 37.5% for cook, while 28.7% for sales associate, 38.9% for cook, and 52.8% for clerk had overweight as a least preferred attribute.

Hiring decisions and preferred attributes are presented by job role and respondent smoking status in Table 2. Respondents who ever smoked were significantly more likely than never smokers to be willing to hire a receptionist, groundskeeper, and health aide who smelled of cigarette smoke. In a GEE analysis, the moderating effect of respondent ever smoking status was found to interact with job type ($p = .041$). Specifically, the difference in likelihood of hiring between respondents who did versus did not ever smoke was significantly greater for a receptionist than groundskeeper ($p = .021$) and did not differ between receptionist and health aide ($p = .108$) or groundskeeper and health aide ($p = .820$). Older participants were less willing to hire a job candidate who smoked ($p < .001$); no other covariates were significantly related to hiring likelihood, including actively playing a role in hiring decisions (p -values $> .202$).

Though still rare ($< 10\%$), those who ever smoked were significantly more likely than never smokers to identify “smells of cigarette smoke” in their top 3 preferred attributes for a sales associate, storeroom clerk, and cook. Conversely, respondents who ever smoked were less likely than never smokers to identify “smells of cigarette smoke” in their bottom 3 preferred

attributes for a sales associate, storeroom clerk, and cook. The pattern of results appeared specific to smoking and did not replicate when considering overweight job candidates. That is, respondents did not significantly differ by smoking status in their willingness to hire a receptionist, groundskeeper, or health aide who was overweight (all p -values $> .876$). Moreover, respondents who had ever versus had never smoked did not significantly differ in likelihood of identifying overweight in their top 3 most or least preferred attributes for a sales associate, storeroom clerk, or cook (all p -values $> .124$). Additionally, respondents' identification of "smells of cigarette smoke" as a most preferred or least preferred attribute did not significantly differ based on whether they played a role in hiring decisions at their place of employment (all p -values $> .183$)

Table 3 shows hiring decisions and preferred attributes for each job role by respondent weight status. Overweight respondents were more likely to be willing to hire an overweight receptionist, groundskeeper, or health aide than non-overweight respondents. In a GEE analysis, the moderating effect of respondent overweight status was found to interact with job type ($p = .049$). The pairwise comparison between groundskeeper and receptionist was statistically significant, such that the magnitude of the difference in hiring likelihood between non-overweight and overweight participants was greater for a receptionist than a groundskeeper ($p = .021$; other pairwise comparison p -values $> .052$). Tests of the covariates found that men were significantly less willing to hire an overweight candidate ($p < .001$); no other covariates were significant, including actively playing a role in hiring decisions (p -values $> .188$).

Overweight respondents were significantly more likely to identify "is 50 pounds overweight" among their most preferred attributes for a sales associate, storeroom clerk, and

cook, and were significantly less likely to identify overweight among their least preferred attributes for all three roles. Respondents did not differ by weight status in willingness to hire a receptionist, groundskeeper, or health aide who smelled of cigarette smoke (all p -values $> .144$). Though rare overall, overweight respondents were less likely than non-overweight respondents to identify “smells of cigarette smoke” among their most preferred attributes for a sales associate (1.4% vs. 4.2%; $p = .012$), clerk (4.1% vs. 7.2%; $p = .044$), and cook (3.5% vs. 6.5%; $p = .042$). Overweight respondents also were more likely than non-overweight respondents to identify “smells of cigarette smoke” among their least preferred attributes for a sales associate (74.1% vs. 68.2%; $p = .042$) and cook (86.6% vs. 78.9%; $p = .002$), with no significant difference for a storeroom clerk ($p = .370$). Respondents’ identification of “is 50 pounds overweight” as a most preferred or least preferred attribute did not significantly differ based on whether they played a role in hiring decisions at their place of employment (all p -values $> .152$)

Discussion

Reporting on hypothetical hiring decisions for varied occupational roles, most surveyed respondents viewed cigarette smoking and overweight status as undesirable attributes. Smelling of cigarette smoke was among the least preferred of the eight attributes assessed. As anticipated, unwillingness to hire a job candidate who smelled of smoke was greater for health-related (i.e., health aide) and public-facing (i.e., receptionist) than non-public facing roles (i.e., groundskeeper). Similarly, although more respondents were willing to hire an overweight candidate than a candidate smelling of cigarette smoke, less than half of respondents were willing to hire an overweight health aide. The findings suggest a mechanism for how smoking and adiposity may negatively affect employment and financial wellbeing. Namely, hiring

managers may consider more favorably candidates who do not smoke cigarettes and who are not overweight, and negative viewpoints toward smoking and overweight may challenge employability.

The findings are consistent with a prior study, with a simulated experimental design, that found participants with negative attitudes toward smoking viewed job candidates who smoked negatively for both public-facing and non-public facing roles (Roulin & Bhatnagar, 2018). Relatedly, a meta-analysis found weight stigma was prevalent in hiring decisions across both public-facing and non-public facing job roles (Rudolph et al., 2009). Similar to our study, but tested with an experimental design, a prior study reported that heavier candidates were viewed as less hireable than thinner candidates, and for women, the difference in hireability between thinner and heavier candidates was greater for public-facing than non-public facing roles (Nickson et al., 2016). The present study corroborated prior research and extended the findings with identification of respondents' smoking and overweight status as key moderators.

Results also corroborate theories of stigma and ingroup bias, which posit that people with stigmatized attributes often focus on the positive characteristics of their ingroup and prefer ingroup members (Crocker & Major, 1989; Tajfel, 1982). We found that respondents without the attribute tested (smoking or overweight) were especially unwilling to hire candidates with these attributes, whereas respondents who were ever-smokers were more willing to hire candidates who smelled of cigarette smoke, and respondents who were overweight were more willing to hire overweight candidates. Those with personal experience may be less likely to discriminate against job candidates with those same attributes, instead viewing the candidates as part of a shared ingroup (Biernat & Dovidio, 2000)^(Tajfel, 1982). Prior research found that when weight

discrimination was salient, emphasizing a common ingroup identity resulted in lower weight bias among American adults (Brochu et al., 2020). In the current study, respondents read about a candidate's smoking or overweight status with no additional context, likely making the attribute salient. Additionally, hiring managers who have personally experienced smoking stigma or weight stigma may be conscious of it. The specificity of the findings by attribute indicates that respondents' hiring decisions were related to a specific stigmatized attribute and not a general awareness of stigma. If anything, respondents identifying as overweight were less willing to hire candidates smelling of smoke than non-overweight respondents.

For both smoking and overweight status, the moderating effects of respondent characteristics were stronger for the public-facing receptionist role than for the groundskeeper role. Relative to respondents who shared the attribute (smoking or overweight status), respondents without the attribute were less willing to hire candidates who smoke or are overweight, and to a greater degree for the public-facing receptionist position compared to the groundskeeper role. Contrary to our hypothesis, respondents' own attributes appeared more influential when considering candidates for public-facing (i.e., receptionist) than non-public (i.e., groundskeeper) facing roles. When public perception was less of a concern (i.e., when hiring a groundskeeper), willingness to hire was relatively high and less influenced by respondents' sharing of the attribute. In a public-facing role, people who did not (versus did) share the stigmatized attribute with the job candidate were less willing to hire the candidate. Respondents who did not share the attribute may have been more concerned about public perception of the attribute.

The current study examined willingness to hire a candidate for only three job roles. The non-public facing role (groundskeeper) involved outdoor work, where smoke is less likely to affect coworkers. Reluctance to hire someone who smokes may be greater for an indoor non-public facing role. Indeed, a majority of respondents identified “smells of cigarette smoke” among their least preferred attributes for a storeroom clerk. That willingness was lowest for hiring a health aide who either smokes or was overweight may reflect concerns about inconsistency with the stated mission of a health organization.

Limitations and Future Directions

This study involved hypothetical hiring scenarios with limited information about job candidates. The survey assessments were novel and developed with consultation from the study’s community advisory board. In making actual hiring decisions, hiring managers would have more information to consider that may be relevant to job performance. Hiring managers also may have to explain their decisions in real hiring situations and thus may attempt to correct for their biases. However, study findings are consistent with prior research demonstrating that jobseekers who smoke have a more difficult time securing reemployment than those who do not smoke (Prochaska et al., 2016) and with evidence of discrimination against overweight job candidates in hiring decisions (Rudolph et al., 2009). Future research could use additional stigmatized attributes for comparison, such as physical disability and old age. All respondents were employed adults, and most, but not all, were involved in hiring decisions in their work. Those involved in hiring did not significantly differ from those not involved in hiring in likelihood of hiring a candidate who smokes or is overweight, nor in likelihood of ranking smoking and overweight as a most or least preferred attribute. Recruiting participants through Prolific, an

online crowdsourcing platform, limits generalizability and relinquishes control over the environment in which participants completed the study. Prior research has nonetheless found high data quality, high reliability, and replication of common psychological phenomena using Prolific samples (Peer et al., 2017). Future research could aim to replicate results with a sample of hiring managers and consider the role of demographic characteristics, such as respondents' education. Personal experiences of smoking stigma and weight stigma were not measured in this study, and respondents were not asked to explain their hiring decisions. Future research could explore hiring managers' own experience with smoking and weight stigma and examine how it may factor into their hiring decisions.

Conclusions

Jobseekers who smoke or are overweight face challenges in securing reemployment. The current findings contribute to the literature in suggesting a mechanism for how smoking and adiposity may negatively affect employment and financial wellbeing. In hypothetical hiring decisions for varied occupational roles, current smoking and overweight status were viewed negatively. Respondents who shared the attribute (smoking or overweight) with a hypothetical job candidate were more willing to hire the candidate. The pattern of results was consistent across job positions, though stronger when considering a job candidate for a public-facing receptionist role than a groundskeeper role. Notably, the attributes studied here have different epidemiologic trajectories in the US, with smoking prevalence on the decline and increasingly marginalized, while obesity is rising (America's Health Rankings, 2016) and still very much stigmatized (Spahlholz et al., 2016). Further research that examines real-world decision-making by employers is warranted. Efforts to raise awareness and address biases in the hiring process

related to smoking and weight also should be considered. Findings also point to the relevance of employment development departments as settings for offering health-related programming and treatment services.

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Table 1. Most and Least Preferred Attributes by Job Type

Candidate Attributes	Sales Associate		Storeroom Clerk		Cook	
	Most	Least	Most	Least	Most	Least
Highly recommended	98.4% (1089)	17.9% (198)	96.2% (1065)	10.9% (121)	96.5% (1068)	9.1% (101)
Physically attractive	92.6% (1025)	17.3% (192)	70.9% (785)	10.5% (116)	58.1% (643)	9.6% (106)
Physically unattractive	18.1% (200)	30.5% (338)	20.6% (228)	22.4% (248)	15.8% (175)	29.8% (330)
Smells of cigarette smoke	3.3% (36)	70.2% (777)	6.1% (68)	75.8% (839)	5.5% (61)	81.5% (902)
Has noticeable body odor	0.6% (7)	76.8% (850)	1.4% (15)	83.6% (925)	1.9% (21)	88.3% (977)
Has a strong foreign accent	19.1% (211)	35.8% (396)	26.7% (296)	25.7% (284)	34.4% (381)	25.4% (281)
Is 50 pounds overweight	26.8% (297)	28.7% (318)	26.2% (290)	52.8% (584)	37.5% (415)	38.9% (431)
Has visible tattoos	41.2% (456)	22.8% (252)	51.6% (571)	18.2% (201)	49.9% (552)	16.9% (187)

Note: Respondents indicated their three most and three least preferred attributes from the list provided for hiring a sales associate, storeroom clerk, and cook. Frequency counts shown here are the percent of participants selecting the attribute as one of three most (or least) preferred attributes. Hence, the columns sum to 300%. Bolded font indicates the sample's two most and least preferred attributes within each job type.

PERCEPTIONS OF SMOKING AND OVERWEIGHT

Table 2. Respondent ever smoking status by willingness to hire a job candidate who smokes and inclusion of smoking status in the most preferred and least preferred attributes

	Respondent Smoking Status		Differences by Smoking Status		
	Ever Smoked	Never Smoked	OR	χ^2	p
Willingness to hire candidate who smells of cigarette smoke (%/n yes)					
Health aide	10.8% (48)	5.4% (36)	2.12 [1.35, 3.32]	11.06	<.001
Receptionist	23.9% (106)	9.5% (63)	3.00 [2.13, 4.21]	42.69	<.001
Groundskeeper	63.7% (282)	46.9% (311)	1.98 [1.55, 2.54]	29.96	<.001
"Smells of cigarette smoke" identified among 3 most preferred attributes (%/n yes)					
Sales associate	5.2% (23)	2.0% (13)	2.74 [1.37, 5.46]	8.80	.003
Storeroom clerk	9.5% (42)	3.9% (26)	2.57 [1.55, 4.25]	14.22	<.001
Cook	7.7% (34)	4.1% (27)	1.96 [1.16, 3.29]	6.61	.010
"Smells of cigarette smoke" identified among 3 least preferred attributes (%/n yes)					
Sales associate	65.5% (290)	73.3% (486)	0.69 [.53, .90]	7.80	.005
Storeroom clerk	70.9% (314)	79.0% (524)	0.65 [.49, .85]	9.62	.002
Cook	77.0% (341)	84.5% (560)	0.61 [.45, .83]	9.87	.002

PERCEPTIONS OF SMOKING AND OVERWEIGHT

Table 3. Respondent overweight status by willingness to hire a job candidate who is overweight and inclusion of overweight status in the most preferred and least preferred attributes

	Respondent Weight Status		Differences by Weight Status		
	Overweight	Not Overweight	OR	χ^2	p
Willingness to hire an overweight candidate (%/n yes)					
Health aide	46.9% (172)	37.0% (273)	1.50 [1.17, 1.94]	9.94	.002
Receptionist	76.0% (279)	61.4% (453)	1.99 [1.50, 2.64]	23.49	<.001
Groundskeeper	64.3% (236)	55.0% (406)	1.47 [1.14, 1.91]	8.69	.003
"Is 50 pounds overweight" identified among most preferred attributes (n/% yes)					
Sales associate	37.1% (136)	21.8% (161)	2.11 [1.60, 2.78]	28.97	<.001
Storeroom clerk	32.2% (118)	23.2% (171)	1.57 [1.19, 2.07]	10.24	.001
Cook	45.2% (166)	33.6% (248)	1.63 [1.26, 2.11]	14.14	<.001
"Is 50 pounds overweight" identified among least preferred attributes (n/% yes)					
Sales associate	22.3% (82)	31.7% (234)	.61 [.46, .83]	10.53	.001
Storeroom clerk	46.0% (169)	56.0% (413)	.67 [.52, .86]	9.66	.002
Cook	31.9% (117)	42.4% (313)	.64 [.49, .83]	11.44	<.001