

## **Pre-Analysis Plan Amendment: Visibility as Vulnerability: Transgender Passing Privilege and Hiring Discrimination**

**Date:** 05/08/2026

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### Amendment

In the pilot analysis used to refine this pre-analysis plan, I intended to examine whether treatment effects differed when the treated profile was located in a right-leaning geography (see Family 3). I recently discovered that the geography indicator had been miscoded: the variable I interpreted as identifying right-leaning geographies instead identified left-leaning geographies. Thus, the pilot pattern that motivated this moderator was actually evidence about left-leaning, not right-leaning, geographies. Before analyzing the main-sample outcomes, I therefore amend Family 3 to test whether treatment effects differ when the treated profile is located in a left-leaning geography.

The rationale for this amendment is that respondents may incorporate perceived local labour-market context when assigning interview-offer ratings. A treated applicant located in a left-leaning geography may be perceived as facing a different expected hiring environment, customer/coworker response, or employer-side risk than an otherwise identical applicant located elsewhere. I therefore test whether the treatment penalties differ for profiles located in left-leaning geographies.

This decision was made before analyzing main sample outcomes, in light of the above coding error.