**Additional File 3: Codebook**

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| **Disclosure** |
| To family |
| To friends |
| To workplace |
| **Examples of stigma mitigation** |
| Counselling |
| Education |
| Health system support |
| Peer support |
| Resilience |
| **Mental health** |
| Anxiety |
| Depression |
| Long-term impact |
| **STIGMA** |
| Anticipated |
| Enacted |
| Internal |
| Intersectional |
| Alcohol |
| Gender |
| HIV |
| Smoking |
| Substance use |
| **Stigma mitigation recommendation** |
| Counselling |
| Education |
| Health system support |
| Peer support |
| Resilience |
| Structural oppression |