Figure 1. The theoretical structure of the proposed framework

Incivilitybystander scale

Incivility formative scale

Incivilityperpetrating scale

Perceived incivility—reflective scale

Moral disengagement scale

Figure 2. Model coefficients and explained variance

Diagram

Description automatically generated

Figure 3. Convergent and discriminant validity of the newly developed reflective scale

Diagram

Description automatically generated