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RADSex: a computational workflow to study sex determination using Restriction Site-Associated DNA Sequencing data

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60 ABSTRACT

61 The study of sex determination and sex chromosome organisation in non-model species
62 has long been technically challenging, but new sequencing methodologies now enable precise
63 and high-throughput identification of sex-specific genomic sequences. In particular, Restriction
64 Site-Associated DNA Sequencing (RAD-Seq) is being extensively applied to explore sex
65 determination systems in many plant and animal species. However, software specifically
66 designed to search for and visualize sex-biased markers using RAD-Seq data is lacking. Here,

67 we present RADSex, a computational analysis workflow designed to study the genetic basis of
68 sex determination using RAD-Seq data. RADSex is simple to use, requires few computational
69 resources, makes no prior assumptions about the type of sex-determination system or structure
70 of the sex locus, and offers convenient visualization through a dedicated R package. To
71 demonstrate the functionality of RADSex, we re-analyzed a published dataset of Japanese
72 medaka, *Oryzias latipes*, where we uncovered a previously unknown Y chromosome
73 polymorphism. We then used RADSex to analyze new RAD-Seq datasets from 15 fish species
74 spanning multiple taxonomic orders. We identified the sex determination system and sex-
75 specific markers in six of these species, five of which had no known sex-markers prior to this
76 study. We show that RADSex greatly facilitates the study of sex determination systems in non-
77 model species thanks to its speed of analyses, low resource usage, ease of application, and
78 visualization options. Furthermore, our analysis of new datasets from 15 species provides new
79 insights on sex determination in fish.

80

81 **Keywords:** sex determination, RAD-Sequencing, fish, computational workflow, visualization

82 INTRODUCTION

83 Sexual reproduction is widespread in animals (Goodenough & Heitman, 2014) and, in
84 gonochoristic species, involves segregation of male and female gonadal functions into separate
85 individuals for their entire lives (Bachtrog *et al.*, 2014). Males produce small, mobile gametes
86 while females produce large, immobile gametes, and this difference has fueled divergent
87 evolution of morphological, physiological, and behavioral traits between the two sexes.
88 Individuals acquire sex-specific traits during sexual development, which starts with sex
89 determination, the process that controls whether an individual develops male or female
90 reproductive organs. Sex determination can be triggered by genetic factors (Genetic Sex
91 Determination, GSD), like in virtually all mammals and birds (Bachtrog *et al.*, 2014); by
92 environmental factors (Environmental Sex Determination, ESD), like temperature in many non-
93 avian reptiles (Pezaro, Doody, & Thompson, 2017); or a combination of the both, as in several
94 fish species (Piferrer, Blázquez, Navarro, & González, 2005). When genetic factors are
95 involved, sex determination is entirely or partially controlled by one or multiple master sex
96 determining (MSD) genes located on sex chromosomes. Genetic sex determination systems
97 can involve male heterogamy (XX/XY and XX/X0), female heterogamy (ZZ/ZW and ZZ/Z0), or
98 multiple loci on different chromosomes (polygenic systems) (Bachtrog *et al.*, 2014). In male- and
99 female-heterogametic systems, sex chromosomes can be morphologically different, *i.e.*
100 heteromorphic, or similar, *i.e.* homomorphic (Bachtrog *et al.*, 2014). Initially, the overwhelming

101 majority of knowledge on the structure and evolution of sex chromosomes came from studies in
102 mammals (Wallis, Waters, & Graves, 2008) and in *Drosophila* (Salz & Erickson, 2010), where it
103 has been observed that suppression of recombination between the X and Y chromosomes led
104 to degeneration of the Y. These findings have spawned both theoretical and empirical interest in
105 sex chromosomes as models to study the consequences of recombination suppression and
106 associated processes (Bachtrog, 2008; Charlesworth & Charlesworth, 2000; Corcoran *et al.*,
107 2016; Doorn & Kirkpatrick, 2007; L. Gu, Walters, & Knipple, 2017; Huylmans, Macon, & Vicoso,
108 2017; Muyle *et al.*, 2012; Peichel *et al.*, 2004). More recent studies investigating sex
109 chromosomes in insects (Blackmon, Ross, & Bachtrog, 2017), non-avian reptiles (Modi &
110 Crews, 2005), amphibians (Miura, 2017), and fishes (Kikuchi & Hamaguchi, 2013) have found
111 many homomorphic sex chromosomes displaying varying levels of differentiation, with the
112 extreme case of a sex locus restricted to allelic variation of a single nucleotide as reported in the
113 Japanese pufferfish (Kamiya *et al.*, 2012). These results called into question the single unified
114 concept of sex chromosome evolution and highlighted the importance of obtaining a broader
115 understanding of sex determination and sex chromosomes in many species across the tree of
116 life. The first step in this process is identifying sex-specific genomic sequences, *i.e.*, sequences
117 from the sex locus that are found in only one of the two sexes because of allelic divergence
118 between the sex chromosomes or because of large insertions in the hemizygous chromosome.
119 These sex-specific sequences can then be aligned to a reference genome to locate the sex
120 locus, identify candidate MSD genes and other genes involved in sex determination, and
121 characterize patterns of differentiation between the sex chromosomes. In addition, facilitating
122 the identification of such sequences has practical applications: sex is an important factor in
123 ecological (Benestan *et al.*, 2017) and conservation studies (Ancona, Dénes, Krüger, Székely, &
124 Beissinger, 2017), as well as agriculture (Al-Ameri, Al-Qurainy, Gaafar, Khan, & Nadeem, 2016;
125 Liao, Yu, & Ming, 2017; Spigler, Lewers, Main, & Ashman, 2008) and animal production (Dan,
126 Mei, Wang, & Gui, 2013; Yano *et al.*, 2013), yet the sex of an individual cannot always be easily
127 determined by non-invasive methods.

128 Until recently, discovery of sex loci was not readily feasible mainly due to technical
129 barriers preventing the precise and high-throughput identification of sex-specific genomic
130 sequences, especially in non-model species. Genetic mapping has for a long time been the
131 traditional approach for studying genetic sex determination (Palmer, Rogers, Dean, & Wright,
132 2019), but recent advances in sequencing technologies enable the exploration of a much
133 broader spectrum of taxa by directly comparing genomes from phenotypically distinct males and
134 females. In essence, this process is akin to comparing genomic differences between two
135 populations or between a mutant and a wild type genotype, and therefore methods from
136 molecular genetics, population genetics, and ecology can be applied. A popular representational

137 approach to comparing the genetics of populations is Restriction Site-Associated DNA
138 Sequencing, or RAD-Seq (Andrews, Good, Miller, Luikart, & Hohenlohe, 2016). RAD-Seq
139 generates short sequences for a small but consistent fraction of the genome and thus allows the
140 sequencing and comparison of multiple individuals from several populations at relatively low
141 cost (Davey *et al.*, 2011) and without requiring additional genomic resources. RAD-Seq has
142 been successfully used to identify sex-specific sequences in non-model species from diverse
143 taxa, including fish (Drinan, Loher, & Hauser, 2018), amphibians (Bewick *et al.*, 2013), non-
144 avian reptiles (Gamble, 2016; Gamble *et al.*, 2017, 2015, 2018; Gamble & Zarkower, 2014; S.
145 V. Nielsen, Banks, Diaz, Trainor, & Gamble, 2018; Nielsen, Daza, Pinto, & Gamble, 2019),
146 invertebrates (Carmichael *et al.*, 2013; Mathers *et al.*, 2015; Pratloug *et al.*, 2017), and plants
147 (Kafkas, Khodaeiaminjan, Güney, & Kafkas, 2015), and to identify the sex chromosomes and
148 the sex locus in some of these species (Wilson *et al.*, 2014). Although dedicated pipelines have
149 been developed to analyze RAD-Seq data specifically for sex determination (Gamble &
150 Zarkower, 2014), most of the above mentioned studies have used Stacks (Catchen, Hohenlohe,
151 Bassham, Amores, & Cresko, 2013; Catchen, Amores, Hohenlohe, Cresko, & Postlethwait,
152 2011; Hohenlohe, Catchen, & Cresko, 2012; Rochette & Catchen, 2017) to cluster RAD-Seq
153 reads into polymorphic markers subsequently filtered with custom in-house scripts. Stacks,
154 however, requires substantial computational resources to run on large datasets and depends on
155 multiple parameters that can greatly influence the outcome of the analysis (Paris, Stevens, &
156 Catchen, 2017; Rodríguez-Ezpeleta *et al.*, 2016; Shafer *et al.*, 2018), for instance, in the context
157 of sex determination, the classification of a marker as a sex-specific sequence (*e.g.*, from a
158 large sex-specific insertion) or as a sex-specific allele (*e.g.*, an allele specific to one sex in a
159 polymorphic locus) (Utsunomia *et al.*, 2017). In addition, the current visualization tools for RAD-
160 Seq data make the interpretation of results from some datasets difficult, for instance, datasets
161 containing strong population structure, individuals with mis-assigned phenotypic sex, or sex-bias
162 in sequencing depth.

163 To overcome these limitations, we developed RADSex, a RAD-Seq data analysis
164 computational workflow specifically designed to study sex determination. RADSex is simple to
165 use, makes no assumptions about whether sex-biased markers are sex-biased sequences or
166 sex-biased alleles in a polymorphic locus, requires few resources, and offers helpful
167 visualization tools in the form of an R package. To demonstrate the relevance of RADSex, we
168 analyzed a previously published dataset from the Japanese medaka, *Oryzias latipes*, for which
169 we replicated previous findings, including the identification of two sex-reversed individuals, and
170 we uncovered a previously overlooked Y-specific polymorphism in the sequenced population.
171 We then used RADSex to analyze new datasets that we generated from 15 fish species
172 spanning multiple systematic orders. We identified the sex-determination system in six of these

173 species as well as multiple sex markers, and we identified the sex chromosome in one species
174 for which a reference genome was available. Our results show that RADSex is well-suited to
175 study genetic sex-determination in non-model species thanks to its speed, resource usage, and
176 ease of use. Furthermore, our multi-species analysis provides insights into the genetic
177 mechanisms of sex-determination in fishes and highlights some of the limitations of RAD-Seq in
178 detecting small sex loci.

179 MATERIAL AND METHODS

180 Overview of the RADSex analysis workflow

181 The underlying principle of RADSex is to group identical RAD-Seq reads from all
182 individuals in a dataset into non-polymorphic markers, and then consider the presence or
183 absence of each marker in each individual. Markers created by RADSex thus differ from that of
184 other software such as Stacks (Catchen *et al.*, 2011) which typically attempt to reconstruct
185 genotypes from polymorphic markers. The RADSex workflow (**Fig. 1**) includes the command-
186 line software *radsex* implemented in C++ (<https://github.com/SexGenomicsToolkit/radsex>) and
187 the R package *sgtr* (<https://github.com/SexGenomicsToolkit/sgtr>) to visualize results from
188 *radsex*. The *radsex* software includes several commands, starting with *process*, a data
189 processing command that takes as input a set of demultiplexed reads, *i.e.*, one fasta or fastq
190 file containing short reads of consistent size from either single or double digest RAD-seq
191 protocols for each individual. The other commands perform analyses using the output of
192 *process*: *distrib* computes the distribution of marker presence between males and females;
193 *signif* extracts all markers significantly associated with sex; *map* aligns markers to a reference
194 genome sequence; *depth* computes the distribution of marker depths in each individual; *freq*
195 computes the distribution of marker presence in all individuals; and *subset* filters markers based
196 on presence in males and females.

197 The first step of the workflow is to compute a table of marker depths. The *process*
198 command creates a table with identifier, sequence, and depth in each individual for all unique
199 sequences in the entire dataset. This table summarizes all the sequence information present in
200 the dataset, and each row constitutes a marker for *radsex* (**Supp. Fig. 1**). Sequences are read
201 from each individual reads file and are stored in a hash table with the sequence as key and an
202 array of individual sequencing depths as values. Each time a sequence is read from an
203 individual read file, its depth is incremented in the corresponding value column of the hash
204 table. By design, and in contrast to markers typically generated by other tools, markers from
205 *radsex* are not polymorphic. Instead, each allele at a polymorphic locus is treated as a separate

206 marker. The table created by *process* is stored in a plain text tabulated file (**Supp. Table 1**) and
207 is the main input data for all subsequent analyses performed by *radsex*. The *process* command
208 can be parallelized, each thread processing one individual input file at a time.

209 The next step is to identify markers significantly associated with sex. The *distrib*
210 command uses the table of marker depths generated with *process* to compute the distribution of
211 markers between males and females. Phenotypic sex for each individual is given by a user-
212 supplied tabulated file with the identifier of each individual in the first column and its phenotypic
213 sex in the second column. In all *radsex* commands, a marker is defined as present in a given
214 individual if the depth of this marker in this individual is higher than a user-specified threshold
215 given by the parameter `--min-depth` (or `-d`) (**Supp. Fig. 1**). Following this definition, the *distrib*
216 command enumerates marker presence in every possible combination of number of males and
217 number of females (e.g., for a population of one male and two females: 0♂1♀; 0♂2♀; 1♂0♀;
218 1♂1♀; 1♂2♀), and calculates the probability of association with sex for each combination using
219 Pearson's chi-squared test of independence. Yates' correction for continuity is applied to
220 account for low individual numbers in some of the tests. The associated p-value is obtained
221 from the Cumulative Density Function of the chi-squared distribution with one degree of
222 freedom, as implemented in Samtools (Li *et al.*, 2009). Bonferroni correction is applied by
223 multiplying the p-value by the total number of markers present in at least one individual. Markers
224 for which association with sex is significant, *i.e.*, $p < 0.05$ (or a user-specified threshold) after
225 Bonferroni correction, can be obtained with the *signif* command and exported either in the same
226 format as the marker depths table or in fasta format. The results of *distrib* (**Supp. Table 2**) can
227 be visualized using the *radsex_distrib()* function from *sgtr*, which generates a tile plot with the
228 number of males on the horizontal axis, the number of females on the vertical axis, and the
229 number of markers represented by a tile's color for each number of males and females. Tiles for
230 which association with sex is significant are highlighted with a red border. Simplified examples
231 of tile plots for several sex-determining systems are presented in **Fig. 2**.

232 Next, RADSex can filter and cluster markers based on depth across individuals to
233 identify consistent absence or presence of markers in some individuals. Markers can be filtered
234 based on presence in males and females using the *radsex_subset* command and exported in
235 the same format as the table of marker depths (**Supp. Fig. 1**). After extracting a subset of
236 markers, a heatmap showing the depth of each marker in each individual can be generated
237 using the *radsex_markers_depth()* function from *sgtr*. This function optionally allows the user to
238 cluster both individuals and markers based on depth values and display the resulting
239 cladograms along the heatmap. Distances are computed using the base R *dist* function and
240 clustering is performed with the base R *hclust* function; both distance calculation (e.g.,
241 euclidean, maximum, binary ...) and clustering methods (e.g., complete, average, centroid ...)

242 can be specified by the user. An application of the *subset* command is the detection of outliers
243 in the sequenced population, e.g., sex-reversed individuals or individuals with misassigned sex.
244 In such cases, some markers may have biased presence in individuals from one sex without
245 being statistically associated with phenotypic sex. When clustering individuals based on depth
246 for these sex-biased markers, real outliers will be grouped with individuals from the other sex
247 (see **Fig. 4.B** for an example from a real dataset). Markers obtained with the *signif* command
248 can also be used as input for the *radsex_markers_depth()* function from *sgtr* if they were
249 exported as a table of marker depths.

250 When a genome assembly is available, markers can be aligned to it using the *radsex*
251 *map* command to locate genomic regions differentiated between sexes. Markers obtained from
252 either the *process*, *signif*, or *subset* commands are aligned to the genome using the *BWA mem*
253 library (Li, 2013), and only markers uniquely aligned with a mapping quality higher than a user-
254 specified threshold are retained. Two metrics are computed for each retained marker: 1) the
255 probability of association with sex $p_{\text{association with sex}}$, estimated from a chi-squared test with
256 Bonferroni correction as described for the *distrib* command, and 2) the sex-bias (*S*), defined as
257 $S = \frac{\text{♂}}{\text{♂}_{\text{total}}} - \frac{\text{♀}}{\text{♀}_{\text{total}}}$, where ♂ and ♀ are the number of males and females in which the
258 marker is present, and ♂_{total} and ♀_{total} are the total number of males and females in the
259 population, inferred from the user-supplied sex information file. Sex-bias thus ranges from -1 for
260 a marker present in all females and absent from all males to +1 for a marker present in all males
261 and absent from all females, and is zero for a marker present in the same proportion of males
262 and females. Using the output of *radsex map* (**Supp. Table 3**), the *radsex_map_circos()*
263 function of *sgtr* generates a circular plot in which sex-bias, on the top track, and $-\log_{10}(p_{\text{association}}$
264 $\text{with sex})$, on the bottom track, are plotted against genomic position using R's *circlize* package (Gu,
265 Gu, Eils, Schlesner, & Brors, 2014). Each sector of the plot represents a linkage group, with the
266 last sector containing unplaced scaffolds, which are important to include due to frequent
267 assembly problems with sex chromosomes. Each metric can also be displayed in a Manhattan
268 plot using the *radsex_map_manhattan()* function; in addition, a linear plot showing both metrics
269 for a given genomic region can be generated using the *radsex_map_region()* function from *sgtr*.

270 Finally, *radsex* provides two commands to assess the distribution of marker depths in
271 the entire dataset. First, the *freq* command computes the number of individuals in which each
272 marker is present for a given minimum depth value and generates a count table of markers
273 present in each number of individuals. Second, the *depth* command computes the minimum,
274 maximum, median, and average marker depth for each individual using markers present in
275 more than 75% of individuals (or a user-specified threshold). Results from *radsex freq* and
276 *radsex depth* can be visualized with the *radsex_freq()* and *radsex_depth()* functions from *sgtr*.

277

278

279 Sample collection

280 General information on the different species, species collectors, and samples is given in **Supp.**
281 **Table 5**. Detailed information on sample collection for each dataset is provided in the
282 supplementary material (**Supplementary Methods 1**).

283 Genomic DNA (gDNA) extraction

284 Genomic DNA (gDNA) of *Lepisosteus oculatus*, *Plecoglossus altivelis*, *Gadus morhua*,
285 *Notothenia rossii*, *Sander vitreus*, *Tinca tinca*, *Carassius auratus*, and all *Danios* were extracted
286 from fin clips stored in ethanol using NucleoSpin Kits for Tissue (Macherey-Nagel, Duren,
287 Germany) following the producer's protocol. Genomic DNA of *Gymnotus carapo*,
288 *Gymnocorymbus ternetzi*, *Hippocampus abdominalis*, and *Poecilia sphenops* were extracted
289 from individual fin clips stored in ethanol or from pooled organs of individual fish for *P. sphenops*
290 with a phenol/chloroform protocol. Fin clips or tissues were lysed in 1 ml extraction buffer (0.1 M
291 EDTA pH 8, 0.2% SDS, 0.2 M NaCl) containing 200 µg/ml proteinase K for three hours at 80°C,
292 and 500 µL phenol was added to each sample. After mixing and incubating at room temperature
293 for 10 min, 500 µL chloroform/isoamyl alcohol (24:1) was added. Samples were incubated with
294 occasional inversion at room temperature for 10 min and then centrifuged for 10 min at 5000 g
295 (5°C). The upper layer was transferred to a new tube and one volume of chloroform/isoamyl
296 alcohol (24:1) was added. The samples were kept at room temperature for 10 min with
297 occasional inverting, and subsequently centrifuged for 10 min at 5000 g (5°C). The supernatant
298 was transferred to a glass vial on ice and 2.5 times the sample volume of cold 100% ethanol
299 was carefully added. The DNA was spooled with a glass rod and dissolved in TE buffer pH 8.
300 All gDNA concentrations were quantified with a NanoDrop ND2000 spectrophotometer (Thermo
301 scientific, Wilmington, Delaware) and/or Qubit (ThermoFisher, France) before processing gDNA
302 for RAD libraries construction.

303 RAD-Sequencing and demultiplexing of RAD-Seq reads

304 RAD libraries were constructed for each species from individual fish gDNA using a single
305 restriction enzyme, SbfI, following the standard protocol as previously described (Amores,
306 Catchen, Ferrara, Fontenot, & Postlethwait, 2011). Libraries were sequenced as single end 100
307 bp reads on one lane of Illumina HiSeq 2500. Quality control and demultiplexing of the reads

308 was performed with the *process_radtags.pl* wrapper script from Stacks version 1.44 (Catchen *et*
309 *al.*, 2011) using the following options: discard reads with low quality scores (-q), remove any
310 reads with an uncalled base (-c), and rescue barcodes and RAD-seq reads (-r). Demultiplexing
311 results for each species are summarized in **Supp. Table 7**.

312 Performance measurements

313 Runtime and peak memory usage of *radsex* (version 1.0.0) was measured with the
314 “benchmark” directive of Snakemake (Mölder *et al.*, 2021) on the Genotoul computational
315 platform (Toulouse, France) using 4 threads. Performance was measured for the *process*,
316 *distrib*, and *signif* commands run sequentially with a minimum depth of 1, because this value
317 would require the longest runtime and memory.

318 Software used in the analyses

319 All analyses were performed using version 1.1.2 of *radsex* and figures were generated
320 using version 1.1.2 of the *sgtr* R package in R version 3.5.2. Both *radsex* and *sgtr* are released
321 under a GPLv3 license; releases and source code are available at
322 <https://github.com/SexGenomicsToolkit/radsex> for *radsex* and
323 <https://github.com/SexGenomicsToolkit/sgtr> for *sgtr*. Both *radsex* and *sgtr* are also available on
324 the conda channel Bioconda. A complete documentation for RADSex is available at
325 <https://sexgenomicstoolkit.github.io/html/radsex/introduction.html>.

326 RESULTS

327 Performance of RADSex

328 The runtime and peak memory usage of *radsex process*, *distrib*, and *signif* were
329 measured on datasets from 15 fish species that we generated for this study. Apart from one
330 outlier dataset, *Danio albolineatus*, RADSex’s runtime was linearly and positively correlated to
331 the number of RAD-seq reads, ranging from 276 seconds for *Tinca tinca*, whose dataset
332 contained ~ 120 M. RAD-seq reads, to 1240 seconds (20 min and 40 s) for *Sander vitreus*,
333 whose dataset contained ~ 232 M. RAD-seq reads (**Fig. 3.A**). Runtime and peak memory usage
334 for all datasets are provided in **Supp. Table 4**. RADSex’s peak memory usage was also linearly
335 and positively correlated to the number of RAD-seq reads, ranging from 2.2 Gb for *Poecilia*
336 *sphenops* to 12.24 Gb for *G. ternetzi* (**Fig. 3.B**). The high runtime and memory usage of *radsex*

337 for the *Danio albolineatus* dataset is related to an extremely high number of markers found in
338 only one individual, which could indicate low sequencing quality of this fish. This hypothesis is
339 supported by the fact that two-thirds of the reads from this individual were discarded during
340 multiplexing for this dataset. It is worth noting that the peak memory usage and most of the
341 runtime were in the *process* command, which needs to be run only once for each dataset
342 because filtering parameters (*i.e.*, minimum depth for marker presence) can be applied in the
343 later steps of the RADSex pipeline.

344 RADSex validation on a published dataset

345 To assess whether RADSex can recover previous results on sex determination, we
346 analyzed a dataset that has been used to characterize a major sex-determination locus (Wilson
347 *et al.*, 2014). This dataset consists of RAD-Seq reads from 31 males and 30 females from the
348 *carbio* strain of *Oryzias latipes*, the Japanese medaka, which has a known XX/XY sex
349 determination system with chromosome 1 as the sex chromosome (Matsuda *et al.*, 2002; Nanda
350 *et al.*, 2002). We analyzed this *O. latipes* dataset with RADSex using a minimum depth of 10 (-d
351 10) to define the presence of a marker in an individual. This value of minimum depth was
352 chosen based on the median sequencing depth in each individual computed with *radsex depth*:
353 the average median sequencing depth was 34, and thus a stringent minimum depth of 10 can
354 be used to discard markers from potential sequencing errors but still retain real markers. In total,
355 we found 121,492 markers present in at least one individual with a minimum depth of 10, among
356 which 194 markers were significantly associated with male phenotype (*radsex signif*, $p < 0.05$,
357 chi-squared test with Bonferroni correction, highlighted tiles in **Fig. 4.A**). Among these 194
358 markers, 165 were present in at least 20 of the 31 males. In addition, a single marker present in
359 26 of the 30 females and 5 males was significantly associated with female phenotype (**Fig. 4.A**).
360 However, we did not find any marker simultaneously present in more than 29 of the 31
361 phenotypic males and absent from all phenotypic females. To understand why no marker was
362 found exclusively in all males given that medaka has an XY/XX sex determination system, we
363 extracted individual depth for all 165 markers present in at least 20 males and none of the
364 females using *radsex subset*. We clustered both markers and individuals separately based on
365 these depth values and generated a heatmap of the results using the *radsex_markers_depth()*
366 function of *sgtr* (**Fig. 4.B**). As expected, phenotypic males and females clustered in two
367 separate groups, except for two phenotypic males (green arrows in **Fig. 4.B**) that clustered with
368 the phenotypic females, showing zero or very low depth for the extracted markers. These two
369 outlier phenotypic males had already been found to be sex-reversed genetic XX females by
370 retrospective genotyping in Wilson *et al.* (Wilson *et al.*, 2014). After correcting the designated
371 phenotypic sex of these two individuals, *radsex signif* yielded 232 markers significantly

372 associated with male phenotype and no marker significantly associated with female phenotype
373 ($p < 0.05$, chi-squared test with Bonferroni correction), as expected for an XY/XX system. In
374 addition, six males forming a sub-cluster within the male cluster from *sgtr*
375 *radsex_markers_depth()* had low or null depth for almost half of the extracted markers,
376 suggesting that several Y chromosome haplotypes could be present in the sequenced
377 population.

378 To identify the sex chromosome and to delimit the sex-differentiated region, we aligned
379 the RADSex markers to the assembly used by Wilson *et al.* (MEDAKA1, available at
380 http://77.235.253.122:8012/Oryzias_latipes/Info/Index) using *radsex map*. Among the 232
381 markers significantly associated with male phenotype after reassignment of the sex-reversed
382 fish, 131 (56%) aligned to LG01 of *O. latipes* (Ola1), three (1%) aligned to other chromosomes,
383 54 (23%) aligned to unplaced scaffolds, and 44 (19%) were not uniquely aligned with mapping
384 quality higher than 20 (**Fig. 4.C**). On Ola1, markers significantly associated with male phenotype
385 aligned to a continuous region spanning from 14.7 Mb to 31.9 Mb (**Fig. 4.D**). Within this region,
386 markers found in all males and no females aligned between 17 and 23 Mb (green box in **Fig.**
387 **4.D**) and markers present in all but the six males identified in the clustering step and absent
388 from all females aligned between 14.7 Mb and 31.9 Mb (purple boxes in **Fig. 4.D**). This result
389 supports the hypothesis that multiple Y chromosome haplotypes are present in this medaka
390 population, with one region located between 17 and 23 Mb on Ola1 showing strong X/Y
391 differentiation in all Y haplotypes, and a wider region located between 14.7 and 31.9 Mb on
392 Ola1 showing strong X/Y differentiation in only one Y haplotype.

393 To evaluate whether markers created by RADSex in the medaka dataset represent
394 biological alleles, we computed the number of markers at each alignment starting position on
395 the genome sequence from the results of *radsex map*. The vast majority (94%) of positions had
396 one (65%) or two (29%) markers aligned, and less than 1% of positions had more than three
397 markers aligned, as expected for alleles in biological loci (**Supp. Fig. 2.A**). The original study by
398 Wilson *et al.* (2014) identified 248 SNPs associated with male phenotype aligned to a region
399 ranging from 14.3 to 32.5 Mb on Ola1. To compare sex-biased RADSex markers with the sex-
400 biased SNPs from Wilson *et al.* (2014), the genomic position and p-value of association with sex
401 were retrieved for all 248 sex-biased SNPs from Supplementary Table S1 from Wilson *et*
402 *al.*(2014). Among these SNPs, 153 (62%) were located within a RADSex marker significantly
403 associated with sex, 89 (36%) were located within a RADSex marker not significantly
404 associated with sex, and six (2%) were located at a position where no RADSex marker was
405 aligned (**Supp. Fig. 2.B**). The discrepancy for these 89 SNPs can be explained by two factors.
406 First, although p-values of association with sex for RADSex markers were correlated with p-
407 values for SNPs from Wilson *et al.* (2014) aligned within a marker, p-values were generally

408 slightly lower for Wilson *et al.* (2014) (**Supp. Fig. 2.C**). Second, the number of markers used for
409 Bonferroni correction was higher for RADSex (121,492 markers, threshold indicated by the blue
410 dashed line in **Supp. Fig. 2.C**) than for Wilson *et al.* (2014) (~700 SNPs after filtering out SNPs
411 present in <75% males or females, threshold indicated by the red horizontal dashed line in
412 **Supp. Fig. 2C**). Using the same threshold for Bonferroni correction (red vertical dashed line in
413 **Supp. Fig. 2.C**), the number of SNPs located within RADSex markers not significantly
414 associated with sex dropped to 22 SNPs (9%). In addition, RADSex markers significantly
415 associated with sex were aligned at 67 new positions (38%) that did not contain any sex-biased
416 SNPs from Wilson *et al.* (**Supp. Fig. 2.D**), 40 of which (60%) were aligned to OIa1 between 14.6
417 Mb and 32.5 Mb.

418 Overall, these results indicate that markers identified as significantly associated by
419 RADSex are consistent with sex-biased SNPs from Wilson *et al.* (Wilson *et al.*, 2014), but the
420 threshold for association with sex is more stringent in RADSex. Despite this increased
421 stringency, RADSex identified markers significantly associated with sex for 67 genomic
422 locations that were not identified in the original study. Furthermore, our analysis revealed a
423 previously unidentified Y-specific polymorphism in the sequenced population. This example
424 highlights the effectiveness and versatility of RADSex and its visualization tools to identify,
425 explore, and explain patterns in datasets that were previously overlooked.

426 Analysis of 15 new ray-finned fish RAD-sequencing datasets

427 RAD-Seq datasets were generated for 15 ray-finned species in which no markers for
428 genetic sex determination were available when we initiated this work. For each species, we
429 used RADSex to search for sex-biased markers with a minimum marker depth (-d) of 1, 2, 5,
430 and 10. We report results for a minimum marker depth of 10 (**Table 1**) because it is the most
431 stringent, except for two species that had the lowest sequencing depths, for which we report
432 results for a minimum marker depth of 2 (**Supp. Fig. 3**). We identified an XX/XY sex
433 determining system in six species (*Cyprinus carpio*, *Gymnotus carapo*, *Plecoglossus altivelis*,
434 *Tinca tinca*, *Gadus morhua*, and *Poecilia sphenops*) with a few male and/or female outliers in
435 four of these species (**Fig. 5**). Markers significantly associated with phenotypic sex for each
436 species are provided in **Supp. Table 6**. An XX/XY SD system is in agreement with previous
437 reports for *C. carpio* (Gomelsky, 2003), *G. carapo* (da Silva, Matoso, Artoni, & Feldberg, 2014),
438 *P. altivelis* (Watanabe, Yamasaki, Seki, & Taniguchi, 2004), and *G. morhua* (Haugen *et al.*,
439 2012; Whitehead, Benfey, & Martin-Robichaud, 2012). The XX/XY SD system inferred from
440 RADSex results for *P. sphenops* conflicts with published findings on an ornamental population
441 for that species that showed a female heterogametic system (Nanda, Scharf, Eppel,
442 Feichtinger, & Schmid, 1993). However, alternative population-specific sex determination

443 systems have also been described for *P. sphenops* (Volf & Schartl, 2001). Because these
444 studies were performed on ornamental fish and laboratory strains, previously derived
445 conclusions may not apply to wild populations like the one we analyzed. Lastly, to the best of
446 our knowledge, sex determination was not previously characterized in the tench, *Tinca tinca*.

447 In *G. morhua*, three markers were significantly associated with male phenotype, but they
448 were also found in two females and none of the three markers was present in more than 27 of
449 the 34 males (**Fig. 5.B**). Furthermore, multiple markers were found predominantly in males but
450 not significantly associated with sex, with eight markers consistently present with depth higher
451 than five in 20 males and absent from all females (these markers are highlighted with arrows in
452 **Fig. 6.A**). The three markers significantly associated with sex (red-outlined boxes) and most
453 other markers strongly but not significantly associated with sex aligned to cod linkage group 11
454 (Gmo11) (**Fig. 6.B and 6.C**). Markers strongly associated with sex aligned to a region spanning
455 from 0 to 20 Mb on Gmo11, and the three markers significantly associated with sex aligned
456 between 10 to 15 Mb on this chromosome in a region that was previously characterized as
457 containing the sex locus in this species (Kirubakaran *et al.*, 2019; Star *et al.*, 2016). These
458 results confirm the previously identified XX/XY sex determining system and Gmo11 as the sex
459 chromosome in Atlantic cod (Haugen *et al.*, 2012; Whitehead *et al.*, 2012), but our findings
460 suggest an additional sex determination complexity in the studied Atlantic cod aquaculture
461 population that had not been observed before in wild populations of Atlantic cod (Kirubakaran *et al.*
462 *et al.*, 2019; Star *et al.*, 2016). The incomplete sex-linkage of sex-biased markers may be
463 explained by a Y-chromosome polymorphism and/or the existence of sex-reversed genetic XX
464 females. Although Y-chromosome population differences have rarely been explored, at least in
465 fish species, the results from our re-analysis of a medaka population suggest that such
466 polymorphisms may be more frequent than expected. In addition, female-to-male sex-reversal
467 could be a consequence of intensive aquaculture rearing conditions leading to stress-induced
468 sex-reversal (Geffroy & Douhard, 2019), which has been observed in other fish species reared
469 in laboratory or aquaculture facilities (Pan *et al.*, 2019).

470 In the nine other species (**Table 1** and **Supp. Fig. 4**), we did not find any marker
471 significantly associated with phenotypic sex, which indicates that these species either 1) have a
472 small undifferentiated sex locus, 2) lack a genetic sex determination mechanism, or 3) rely on a
473 complex combination of environmental and genetic sex determination factors that prevented the
474 detection of a clear sex-biased signal in the dataset.

476 We demonstrate that RADSex is an efficient and -- thanks to its simple usage and
477 visualization options -- user-friendly tool to identify sex-determination systems and sex-biased
478 markers from RAD-Seq data. Unlike other popular RAD-Seq analysis software, *e.g.*, Stacks
479 (Catchen *et al.*, 2011) and PyRad (Eaton, 2014), which catalog polymorphic loci, RADSex
480 creates monomorphic markers. RADSex therefore counts as a separate marker each allele at a
481 locus defined as polymorphic by other software. Working with monomorphic markers allows
482 statistical comparison of populations using straightforward presence/absence tests, yielding
483 results that are comparable between datasets. In contrast, the outcome of grouping sequences
484 into polymorphic markers can be sensitive to parameter values (Paris *et al.*, 2017;
485 Rodríguez-Ezpeleta *et al.*, 2016; Shafer *et al.*, 2018). Leveraging this property of monomorphic
486 markers, RADSex offers a simple and reproducible way to identify *de novo* genetic differences
487 between females and males and to locate these differences on a genome when a reference
488 assembly is available. In addition to this simplicity, RADSex requires few resources and
489 provides comprehensive visualization tools to assist the interpretation of its output.

490 In particular, the tile plot visualization provides a comprehensive overview of the RAD-
491 Seq results across all individuals and allows the user to quickly identify straightforward cases of
492 genetic sex determination systems. For instance, XX/XY or ZZ/ZW monofactorial systems can
493 be easily detected in absence of any major environmental effects on sex, as demonstrated by
494 our analyses on the ayu (*P. altivelis*) and the tench (*T. tinca*) datasets: in both species, the tile
495 plot revealed complete sex-linkage of several markers significantly associated with male
496 phenotype, indicating a male heterogametic sex determination system. Besides these
497 straightforward cases, the tile plot visualization is useful to identify the sex-determination system
498 in more complex datasets, for instance in the presence of outliers and sequencing biases.
499 These complex datasets can then be further explored with the marker depths heatmap
500 visualization, for instance to confirm whether sex-biased markers are absent or present in
501 specific individuals. Using this heatmap, we were able to quickly identify sex-reversed
502 individuals responsible for the non-complete sex-linkage of sex-biased markers in a publicly
503 available medaka dataset (Wilson *et al.*, 2014), as well as outliers in our own common carp (*C.*
504 *carpio*), Atlantic cod (*G. morhua*), banded knifefish (*G. carapo*), and common molly (*P.*
505 *sphenops*) datasets. These outliers could arise from human errors in assessing phenotypic sex;
506 in particular, in the common molly, males are externally indistinguishable from females until
507 puberty, which occurs late in some males, and immature testes resemble non-reproductively
508 active ovaries. Because in this species sex was determined from secondary sex characters and
509 macroscopy of the gonads, but not histology, it is possible that the relatively high number of

510 females in which we found male-biased markers were immature males that were mis-sexed as
511 females. The presence of outliers, however, could also hint at a more complex sex
512 determination system, for instance polygenic sex-determination (Moore & Roberts, 2013),
513 autosomal modifiers that are polymorphic in the population (Wu, 1983), or simple monofactorial
514 genetic sex determination systems with some sex-reversed individuals triggered by
515 environmental factors (Baroiller & D'Cotta, 2016; Dupoué *et al.*, 2019; Wessels *et al.*, 2017).
516 With a high frequency of outliers, sex-biased markers may no longer be significantly associated
517 with phenotypic sex, yet these markers can still be biologically relevant.

518 Because RADSex creates non-polymorphic markers, the number and distribution of
519 markers between individuals is only affected by a single parameter controlling the minimum
520 depth to consider a marker present or absent in an individual. An overly high minimum depth
521 value can lead to false negatives, *i.e.*, markers considered absent from an individual because of
522 insufficient sequencing depth, and a very low minimum depth value can create false positives,
523 *i.e.*, markers considered present in an individual because of sequencing errors. Moreover,
524 because the probability of association with phenotypic sex for a marker is adjusted using
525 Bonferroni correction, the stringency of the test for significance increases with the total number
526 of markers identified in the dataset, which is affected by the minimum depth parameter. In the
527 15 datasets that we generated, median sequencing coverage in an individual was between 30x
528 and 100x, except for three species for which it was lower than 30x (**Supp. Fig. 3**). For all
529 species except the three species with low sequencing coverage, we found that minimum depth
530 values between 5 and 10 provided a good balance between stringency and minimizing false
531 negatives. Some datasets, however, may require using low minimum depth values, for instance
532 the three datasets for which median individual sequencing depth was low, or species with large
533 genome sizes like some sharks (Hara *et al.*, 2018) or some amphibians (Sclavi & Herrick, 2019)
534 for which sequencing all individuals of a population with sufficient depth can be costly. In such
535 cases, the memory efficiency of RADSex enables the analysis of large datasets with minimum
536 depth as low as one, which can require a lot of memory with other software. In addition to
537 sequencing errors, common sources of biases in RAD-Sequencing analyses include highly
538 repeated sequences (Catchen *et al.*, 2011), PCR duplicates, and allele drop-out (Andrews *et al.*,
539 2016). RADSex considers presence and absence of markers and highly repeated sequences
540 are treated like any other, meaning that RADSex is able to identify sex-biased repeated
541 sequences. PCR duplicates can produce false negatives if one allele at a heterozygous locus is
542 under-amplified in one individual, resulting in a sequencing depth lower than the minimum depth
543 threshold for this allele in this individual; this effect can be mitigated by using a low minimum
544 depth threshold. Allele drop-out would also generate false positives and cannot be avoided with

545 RADSex; however, the visualization tools included in RADSex help identifying scenarios where
546 the sex signal is tempered by false negatives.

547 The numbers of markers significantly associated with phenotypic sex can provide an
548 estimate of the size of the sex determining region, with a low or high number of sex-specific
549 markers reflecting a small or a large non-recombining region, respectively. It is worth noting,
550 however, that other factors can affect this number, for instance the level of differentiation
551 between males and females within the non-recombining region, or bias in GC content within this
552 region (Sigeman *et al.*, 2018; Smeds *et al.*, 2015) potentially leading to an over- or under-
553 representation of RAD-Seq markers depending on the restriction enzyme used for library
554 construction. An extreme case is a complete absence of markers associated with phenotypic
555 sex for any value of minimum depth, which we observed in nine of our datasets. These null
556 results may be linked to two key features of sex determination in teleosts. First, early cytological
557 studies have shown that the majority of teleost fish carry homomorphic sex chromosome pairs
558 (Devlin & Nagahama, 2002), and more recent genomic analyses have revealed that small sex
559 loci are common in teleosts, with the extreme case of a single SNP being the sole difference
560 between the sexes in Fugu (Kamiya *et al.*, 2012). In such cases with very little differentiation
561 between the sex chromosomes, the fragmented resolution of RAD-Seq means that the
562 likelihood of obtaining RAD sequences from the sex locus can be very low. Although this
563 problem might be overcome by increasing the number of RAD-seq reads, for example by using
564 a restriction enzyme that cuts more frequently, genome-wide approaches like pooled
565 sequencing of males and females (Feron *et al.*, 2020; Gammerdinger, Conte, Baroiller, D'Cotta,
566 & Kocher, 2016; Wen *et al.*, 2019) or individual whole genome sequencing (Star *et al.*, 2016)
567 may be necessary to identify the sex-determining region. Second, a complete absence of sex-
568 biased markers can reflect a complex sex determination system, for instance 1) a polygenic
569 system, 2) strong polymorphism on the sex chromosomes leading to multiple W or Y haplotypes
570 each shared by only a fraction of individuals from the heterogametic sex, or 3) a system
571 involving a strong environmental effect that would weaken the association between genetic
572 markers and phenotypic sex. In fish, many environmental components can interfere with genetic
573 sex determination mechanisms (Kikuchi and Hamakuchi 2013, Heule *et al.*, 2014). The
574 visualization tools included in RADSex facilitate the identification of sex-reversed individuals and
575 sex-chromosome polymorphism as demonstrated in our re-analysis of the Medaka dataset. The
576 association between phenotypic sex and genomic regions, however, may still be difficult to
577 detect when sex-reversal is frequent, especially when associated with phenotyping uncertainty.
578 For such systems, pooled sequencing may not be well-suited because male and female pools
579 will each contain heterogeneous genotypes, and individual sequencing remains expensive
580 despite decreasing sequencing costs. A hybrid strategy using both RAD-Seq and pooled

581 sequencing may prove to be the most efficient for these complex sex-determination systems, as
582 demonstrated in the case of the goldfish (Wen *et al.*, 2019), a species with a strong thermal
583 effect on sex determination (Goto-Kazeto *et al.*, 2006). Finally, in some species, sex is
584 determined entirely by environmental factors and therefore does not involve any genetic
585 mechanism (Martínez-Juárez & Moreno-Mendoza, 2019).

586 One of the strengths of RAD-Seq is the ability to compare populations without a
587 reference genome, which may not always be available for non-model species. When a genome
588 is available, however, locating sex-biased markers provides information on the size and level of
589 differentiation of the sex-determining region and can help to identify candidate genes involved in
590 sex determination. The manhattan plot, circos plot, and contig plot visualizations included in
591 RADSex quickly display the location of the sex-biased markers over the whole genome or over
592 selected regions to identify the sex-determining region. Furthermore, the sex-bias metric and
593 probability of association with sex computed with RADSex can be more effective than F_{ST}
594 computed on polymorphic loci to detect variability in the sex-determining region. This was
595 illustrated by our reanalysis of a publicly available Japanese medaka dataset (Wilson *et al.*,
596 2014), in which we detected multiple Y chromosome haplotypes that were not found in the
597 original study. Intra-specific sex chromosome polymorphisms have been reported in different
598 taxa, including mammals in which Y chromosome polymorphisms are widely used for human
599 evolution studies (Jobling & Tyler-Smith, 2003) and some fruit flies in which the Y chromosome
600 polymorphism is thought to control male fitness (Chippindale & Rice, 2001). In fish, sex
601 chromosome polymorphisms have been reported in different populations of the guppy, *Poecilia*
602 *reticulata*, and in other closely related species of guppies (Nanda *et al.*, 2014), and different sex
603 chromosomes have even been found within the same species, for instance in tilapias (Cnaani *et*
604 *al.*, 2008). To the best of our knowledge, however, there are no reports of intra-specific
605 population differences of a single sex chromosome in fish from genomic data, and our results
606 provide the first example of such a Y chromosome polymorphism in this clade.

607 As part of this study, we used RADSex to investigate the sex determination systems of
608 15 species sampled broadly across the ray-finned fish phylogeny. We identified XX/XY SD
609 systems in six of these 15 species but did not find evidence of a ZZ/ZW SD system in any of the
610 other nine species. Although our sampling is too limited to make general inferences about
611 teleost sex determination, the predominance of XX/XY over ZZ/ZW SD systems in our datasets
612 is in agreement with previous findings that in teleosts, transitions from ZZ/ZW to XX/XY SD
613 systems are more frequent than the reverse (Pennell, Mank, & Peichel, 2018), which would
614 result in XY SD systems being prevalent in this clade.

615 All of our datasets were generated using single-digest RAD-Seq, but the workflow
616 accepts double-digest RAD-Seq data as well. Furthermore, although all species included in this

617 study are fish, we did not use any fish-specific assumptions in RADSex's implementation, and
618 therefore the computational workflow can be applied to RAD-Seq data from any species. Finally,
619 we specifically developed RADSex to study sex determination, and this design decision is
620 reflected in the wording of this manuscript. However, the computational workflow was designed
621 to be generic, and therefore both the *radsex* software and the *sgtr* R package could be used for
622 other major quantitative trait loci with contrasting binary phenotypes, whether naturally occurring
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941 DATA ACCESSIBILITY

942 All RAD-Sequencing experiments have been submitted to Genbank under the Bioproject
943 PRJNA548074. A computational workflow implementing all the analyses performed in this
944 study, including generating figures, is available at <https://github.com/RomainFeron/paper->

945 [sexdetermination-radsex](https://github.com/SexGenomicsToolkit/radsex). RADSex is released under GPLv3 license; source code, installation
946 instructions, and documentation are available at <https://github.com/SexGenomicsToolkit/radsex>.
947 *sgtr* is released under GPLv3 license and available at
948 <https://github.com/SexGenomicsToolkit/sgtr>.

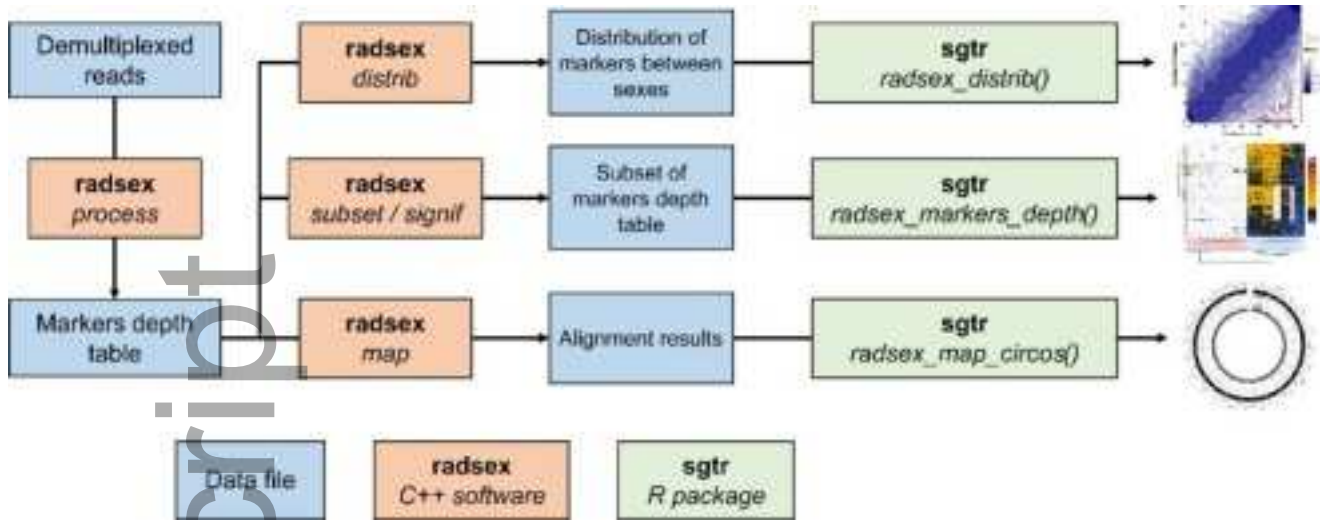
949 AUTHOR CONTRIBUTIONS

950 RF designed and implemented RADSex and *sgtr*, with feedback from QP, MW, and YG. YG,
951 JHP, and MSch designed the PhyloSex project and advised on results interpretation. QP, MW,
952 BI, JA, AH, KK, ASR, KD, SK, CK, JHP, MSch and YG participated in the analysis of the results.
953 HP and LJ prepared libraries and performed the sequencing. RF, QP, JHP, MSch and YG
954 drafted the manuscript. RF, QP, RMW, JHP, MSch, and YG revised the manuscript. YG, MSch,
955 JHP, EJ, SK, MW, MA, CW, BM, AA, TD, FWG, MK, HWD, MO, RN, TS, MN, MSt, AW, ØK and
956 IB collected, sexed and/or extracted and prepared gDNA samples. All authors approved the
957 final manuscript.

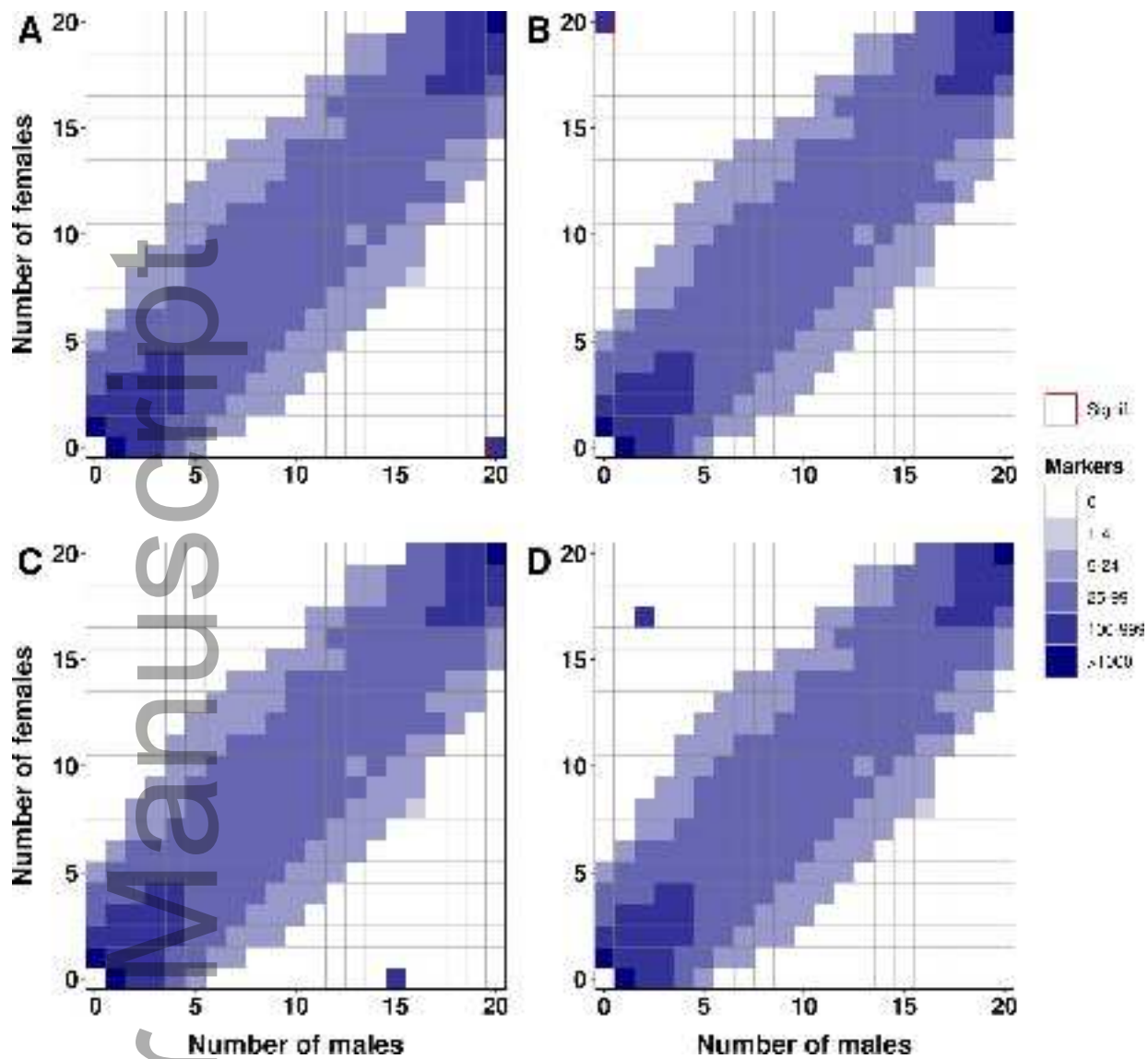
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Species	SD system identified with <i>radsex</i>	Number of sex markers (min depth)	SD system previously described
<i>Cyprinus carpio</i>	XX/XY with male outliers	7 (d = 10)	XX/XY (Gomelsky, 2003)
<i>Danio aesculapii</i>	No SD identified	0 (d = 10)	Unknown
<i>Danio albolineatus</i>	No SD identified	0 (d = 10)	Unknown
<i>Danio choprae</i>	No SD identified	0 (d = 10)	Unknown
<i>Danio kyathit</i>	No SD identified	0 (d = 10)	Unknown
<i>Gadus morhua</i>	XX/XY with outliers	3 (d = 10)	XX/XY (Haugen et al., 2012)
<i>Gymnocorymbus ternetzi</i>	No SD identified	0 (d = 2)	Potentially XX/XY (David & Pandian, 2016)
<i>Gymnotus carapo</i>	XX/XY with female outliers	8 (d = 10)	XX/XY (da Silva et al., 2014)
<i>Hippocampus abdominalis</i>	No SD identified	0 (d = 10)	Unknown
<i>Lepisosteus oculatus</i>	No SD identified	0 (d = 2)	Unknown
<i>Notothenia rossii</i>	No SD identified	0 (d = 10)	Unknown
<i>Plecoglossus altivelis</i>	XX/XY	47 (d = 10)	XX/XY (Watanabe et al., 2004)
<i>Poecilia sphenops</i>	XX/XY with female outliers	7 (d = 10)	ZZ/ZW (Nanda et al., 1993) XX/XY (Volf & Schartl, 2001)
<i>Sander vitreus</i>	No SD identified	0 (d = 2)	Unknown
<i>Tinca tinca</i>	XX/XY	6 (d = 10)	Unknown

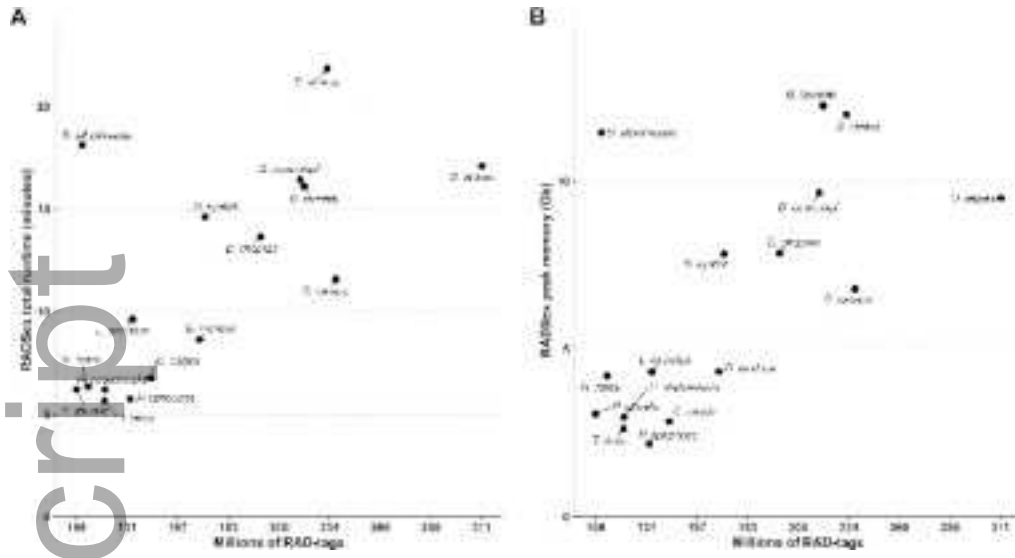
Table 1: Summary of RADSex results for the 15 datasets analyzed. Species where a sex-determination system was identified with *radsex* are highlighted with a grey background. The number of markers significantly associated with phenotypic sex is also given for each species, with the value of ‘*d*’ indicating the minimal number of reads for a marker to be considered present in an individual in the analysis.



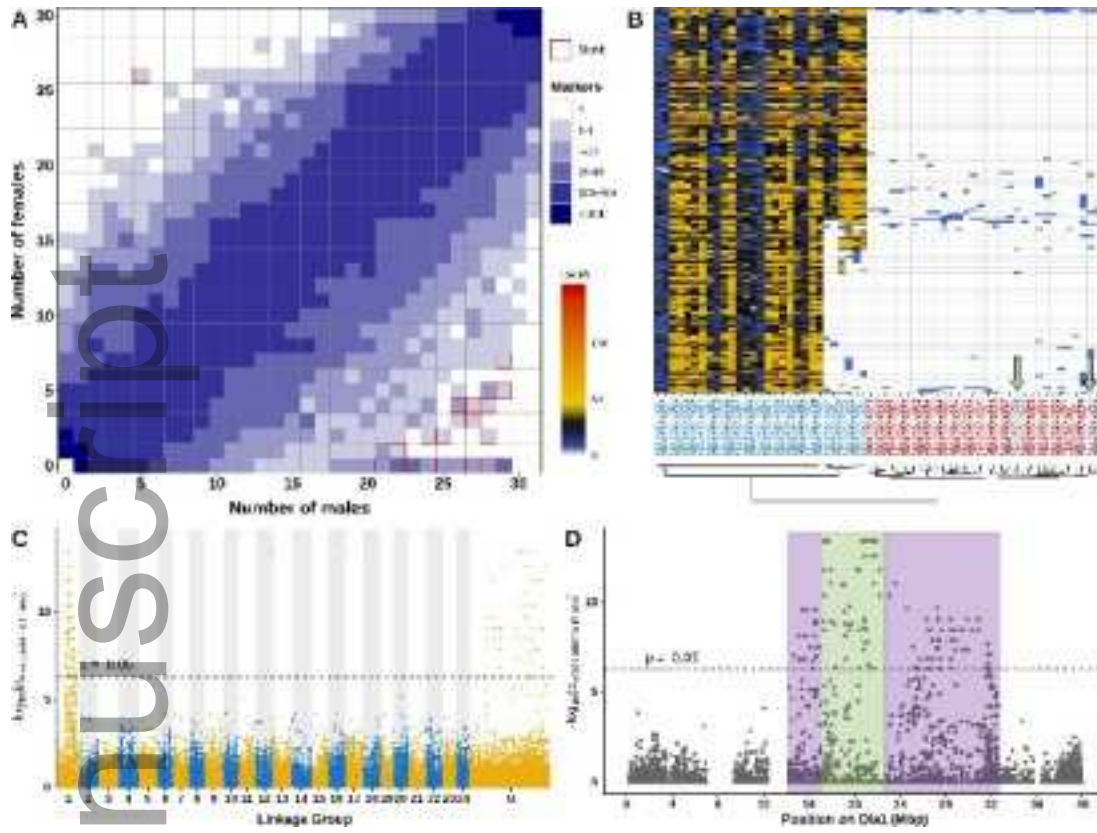
men_13360_f1.tif



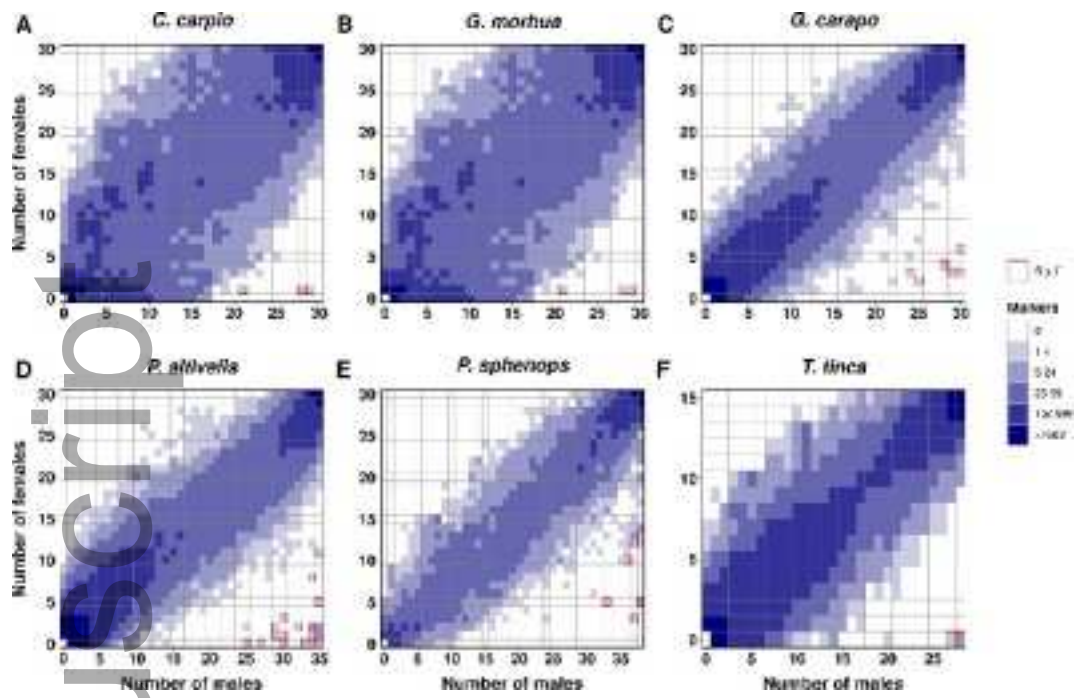
men_13360_f2.tif



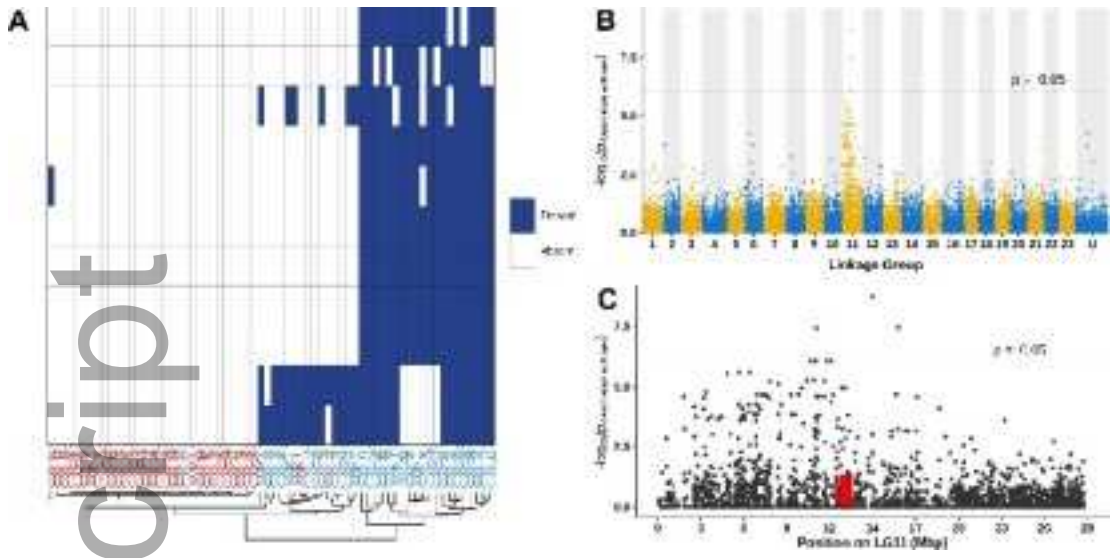
men_13360_f3.tif



men_13360_f4.tif



men_13360_f5.tif



men_13360_f6.tif